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ABSTRACT

Noting that most reports on work-family relationships are based on limited data, this report attempts to establish a foundation for ongoing analysis of job and family patterns in Canada based on both historical and current labor force data and other sources. The report tracks and charts the connections between paid work and family trends for husbands, wives, and lone or single parents in Canada from 1990 to 2000. The focus of the report is on three types of trends: (1) participation of husband, wives, and single parents in the paid workforce; (2) how participation in the paid work force relates to job and family responsibilities; and (3) levels of stress reported by spouses and single parents. Part 1 of the report provides a summary of the major findings and policy implications, a review of the data sources, and an introduction to the topic. Data are derived from Statistics Canada sources. Part 2 of the report has been constructed as a chart book documenting 42 trends. Tables and charts provide a graphical or tabular presentation of the more important topics with comments included for each trend to help interpret the trend and to add additional insights. Findings are presented for wives with children, husbands with or without children, wives without children, and lone-parents. Among the main findings is that spouses share in the responsibilities for paid work and unpaid work. Husbands remain the main source of incomes from paid employment. More wives now work at jobs outside the home but they also retain the major responsibilities for child and family care, especially when young children are present. Wives work more total hours than their husbands do. The majority of spouses and single parents are not under severe stress but many are. (Contains 10 endnotes.) (KB)

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Contemporary Family Trends

CONNECTIONS

Tracking the links between jobs and family

Job, family and stress among husbands, wives
and lone-parents 15-64 from 1990 to 2000

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The Vanier Institute of the Family was established in 1965 under the patronage of Their Excellencies Governor General Georges P. Vanier and Madame Pauline Vanier. It is a national voluntary organization dedicated to promoting the well-being of Canada's families through research, publications, public education and advocacy. The Institute regularly works with businesses, legislators, policy-makers and program specialists, researchers, educators, family service professionals, the media and members of the general public.

Contemporary Family Trends is a series of occasional papers authored by leading Canadian experts in the field of family studies.

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PART ONE

OVERVIEW

Highlights

This report "tracks" and "charts" the connections between paid work and family trends for husbands, wives and lone-parents. The time span is generally 1990 to 2000. In all cases, the information is derived from Statistics Canada sources. Wives and husbands include those that are legally married and those living in common-law relationships.

A few startling, surprising or unexpected conclusions

- Wives (aged 15-24) with children who are working full-time, lose about 60 days of paid work per year for family reasons. (trend 32)
- Among the different family types, male lone-parents, with a jump of 58%, were the fastest growing group in the last decade. (trend 5)
- Over 40% of wives with children who leave jobs on their own accord do so for family reasons (trend 27)
- When there are two adult earners in a family, both partners are more likely to work overtime. (trend 20)
- Female lone-parents experienced the largest increase in employment rates between 1990 and 2000 and are now more likely to be in paid employment than are wives without children. (trends 8 and 9)
- Canadian family members who report that they are" severely stressed" jumped significantly between 1992 and 1998. (trend 37)
- When there are two adult earners in a family with children, more wives are likely to feel that they "have insufficient time for family and friends" while more husbands are likely to claim that they "have no time for fun." (trend 41)
- The percentage of spouses, with and without children, and lone-parents who are in non-standard jobs has converged in recent years. (trend 11)
- The number of years that spouses and lone-parents are with the same employer is getting longer … not shorter. (trend 15)
- Wives (aged 35-44) with children now have job tenures equal in length to those without children. (trend 16)

General conclusions

Spouses share in the responsibilities for paid work and unpaid work. Husbands remain the main source of incomes from paid employment. More wives now work at jobs outside the home but they also retain the major responsibilities for child and family care. The latter is especially so when young children are present. Wives work more "total hours" than their husbands do.

Connections for wives with children

More and more wives with children at home are entering the paid work force but they still assume most of the immediate responsibilities for child and family care. The latter is clearly evident in several trends:

- Their employment rates increase when their children age or leave the home.
- They put in the most "total work hours" of any group.
- Young mothers do the most juggling. They are highly prone to work part-time and to do other non-standard employment for family reasons, to leave jobs for family reasons, to stay out of the labour force for family reasons and to book off from paid work for family reasons.
- Along with female lone-parents, it is these employed wives with children who report the highest levels of stress when compared to wives without children, husbands and male lone-parents. Being in a two-earner family leads to even more stress for this group of wives.

Connections for husbands with or without children

In the vast majority of families, husbands retain their primary role for being the main and stable breadwinner in the family.

- Employment rates of husbands remain high and relatively stable regardless of the age of the children or the presence of children.
- Husbands work the longest hours at paid work, they are most likely to work overtime and they earn more per week. They book off very few days from work for family reasons.
- Husbands without children in one-earner families are the least stressed of any group.
- Husbands without children become more stressed when their spouses get paid jobs.

Connections for wives without children

This group has grown quickly over the last decade. The employment patterns of this group seem to fall somewhere in between those of their husbands and wives with children. The group of wives includes those who have not yet had children, those who are childless by choice or circumstance and a rapidly increasing number of "empty-nesters."

Connections for lone-parents

In the 1990s, the participation of female lone-parents in the paid work force increased dramatically. This seems to have led to a much higher degree of stress. The shortage of information on male lone-parents makes it difficult to examine this group, even if their numbers are increasing faster than for any other group. Male lone-parents are much older than female lone-parents.

Policy implications

- Husbands, relatives, friends and society generally need to understand and do more to support young mothers as they attempt to "juggle" the competing demands of their paid jobs and their families.
- Most workers with families want some stability in their employment. In contrast to the popular belief, job tenures are, in fact, getting longer – not shorter. Job tenure is improving even for part-time job-holders. This stability leads, in some cases, to improved benefits. The move to provide more benefits to part-time workers is laudable.
- It may be time to increase our knowledge of male lone-parents. This study attempts to do so but is hampered by a shortage of reliable data on this rapidly expanding group.

INTRODUCTION AND DATA SOURCES

This report tracks and charts the connections between paid jobs and family trends for husbands, wives and lone-parents. The time span is generally 1990 to 2000.

This report attempts to fill a gap. The majority of reports on work and family take a one-time or snapshot view based on a single or occasional survey. This report attempts to establish a foundation for ongoing analysis of job and family patterns based on both historical and current labour force data and other sources. All of the labour force information in this report can be updated annually. The information on home activities and stress can be updated on an occasional basis within an interval of 5 to 6 years. In all cases, the information is derived from Statistics Canada published sources or from special tabulations.

A second key feature of the report is the choice of spouses and lone-parents as the main focus of analysis.

The job and family connections are established by examining three important areas of life within Canadian families.

- Trends in the participation of husbands, wives and lone-parents in the paid workforce. (trends 1 to 24)
- Trends in how participation in the paid work force is related to how husbands, wives and lone-parents carry out and share job and family responsibilities. (trends 25 to 36)
- Trends in the levels of stress reported by spouses and lone-parents. (trends 37 to 42)

Layout of the report

The report attempts to "track" how spouses and lone-parent have been making the connections between their jobs and their families over time or at a specific point in time during the 1990 to 2000 period.

The report is made up of two parts. The initial overview provides a summary of the major findings, a review of the data sources and an introduction to the topic.

The second part of the report has been constructed as a chart book documenting 42 trends. They are presented two to a page with related trends grouped together. The trends examine the most significant patterns for husbands, wives and lone-parents. The tables and charts provide a graphical or tabular presentation of the more important topics. A short write-up and comments are included for each trend to help interpret the trends and to add additional insights. In some cases, especially for male lone-parents, the sample size was too small to measure the results.

How to read this report

Everyone has a preferred reading and learning style for reports such as these. Here is a suggestion on how you might get the most out of this report.

- Read this overview section including the review of the major findings. This will provide the big picture and hopefully raise many questions.
- Scan each of the trend charts and tables to get a general feel for some of the trends and attempt to draw your own conclusions. A useful approach is to choose a specific group, such as wives with children, and track how this group manages the connections between jobs (both paid and unpaid) and family.
- Review the write-ups and comments for each grouping of trends.
- Discuss with your families, friends, associates, students and others.

Introducing the groupings of spouses and lone-parents

The analysis in this report is at the level of individual spouses and lone-parents and looks specifically at husbands and wives (which include both legally married and common-law spouses) and male and female lone-parents. In some cases, these are broken down further by age groups and according to the number of earners in the family. As such, the report tries to get down to that level where readers can see (or almost see) themselves in the charts and tables. Not all of these characteristics are summarized for each trend … but the most noteworthy ones are.

There are 6 main groups of spouses and lone-parents:

- Wives with children
- Husbands with children
- Wives without children
- Husbands without children
- Female lone-parents
- Male lone-parents

Each group of spouses and lone-parents is studied in more detail by distinguishing between six age groupings:

- 15-64 and sometimes by 10-year age groups
    - 15-24
    - 25-34
    - 35-44
    - 45-54
    - 55-64

Couples are further sub-divided according to the employment status of husbands and wives:

- One spouse is in the paid work force
- Both spouses are in the paid work force

The definition of children is important.

The age cut-off used to classify children varies a bit. In this report, depending on the available data source or the specification used for the custom tabulations, individuals are called children if they are still living at home and fall into one of three age groups: 0-17, 0-18 or 0-24. A child above these age groups that is still living at home is usually classified, by Statistics Canada, as a relative and not as a child. Somewhat curiously, when lone-parent families are analyzed, a son or daughter is sometimes classified as a child regardless of their age. It is assumed that, in most cases, the use of either of these large age groups does not significantly alter the general results. Most of the trends refer to children who are 0-24. The actual age cut-off that has been used is indicated for each trend.

Data Sources

Most of the information in the trends section of this report was derived from custom tabulations requested for this study and produced by Statistics Canada. Custom tabulations were prepared using the *Annual Labour Force Survey* and the *General Social Survey*. The 1996 Census of Canada was also used.

Labour Force Survey (LFS) – Each month Statistics Canada surveys over 52,000 Canadian households on various aspects of their participation or non-participation in the paid labour force. The results are reported on a monthly basis and annual summaries are released at the end of each year[1]. Most of this information is available at the level of the individual only and does not place these individuals within a family unit. The standard LFS products provide only limited data about the family circumstances of these individuals. To undertake this analysis, custom tabulations were purchased to provide specific data for husbands, wives and lone-parents. Some of the data goes as far back as 1976 while other information is only available from 1997. Trends 1 through 32 are all derived from this custom tabulation.

In order to track and highlight the more recent trends, this report generally reviews the experience of families during the 1990 to 2000 period. In a few cases (trends 1 to 4) the analysis is extended back to 1980. The latter helps to place the more recent trends in a medium-term perspective.

General Social Survey (GSS) – This Statistic Canada survey has two principal objectives. The first is to gather data on social trends and the second is to provide information on specific social issues of current and emerging interest. This report uses data derived from published reports plus results from a special tabulation. The family classifications are similar to those used for the labour force survey tabulations. Results on stress levels from both the 1992 and 1998 GSS

surveys are used in this report (trends 33-34 and 37-42). The time-use results are less specific as to the family classifications.

Census of Canada (Census) – A census of all Canadians is carried out every 5 years and provides a vast array of information on families and individuals. This report uses the results of two of the many reports released on the 1996 Census, *The Labour Force and Unpaid Work of Canadians* and *The Nation Series*[2] The results are shown in trends 9, 10, 35 and 36.

If one looks beyond the data provided by Statistics Canada, it becomes very apparent that the study of the connections between jobs and family is not new but it is growing increasingly popular.

The number of articles, reports, polls and books on this topic is staggering. An Internet search under the topic of "work and family" using the *Alta Vista* search engine produced 2,136 related web pages in Canada alone and over 42,000 worldwide. A similar search using the *Google* search engine produced over 350,000 web pages worldwide. The content of the web pages covers a wide range of topics and approaches.

The results of the Internet searches emphasize the importance of this subject. But, they also reveal that many, but certainly not all, of the conclusions are based more on anecdotal evidence than on solid and reliable data and research.

Work and family research in Canada "has been hampered by the lack of pertinent information gathered from representative national samples[3]." Fortunately, Statistics Canada and others have been working to remedy this situation and several important steps have been taken in recent years. One of these is the Survey on Work Arrangements first undertaken in 1991 and then again in 1995. The data for these two studies was largely collected through the *Labour Force Survey*. Statistics Canada[4], Human Resources Development Canada[5] and others have prepared numerous reports based on these surveys. One of the offshoots of this effort has been the introduction of related sampling in the monthly *Labour Force Survey*. This report relies heavily on the new information gathered this way.

Another major initiative with respect to obtaining reliable information was the attempt to measure the amount of time family members allocate to paid and unpaid work. This was done using the General Social Survey process developed by Statistics Canada. The latest results refer to 1998. These surveys also asked about stress related matters.

PART TWO

TRACKING AND CHARTING THE TRENDS

Trends 1 and 2 – Number and age of spouses and lone-parents

This report examines trends in the job, family and stress experiences of husbands, wives and lone-parents over the 1990 to 2000 period. The first charts put this experience into a medium-term perspective by going back another decade.

A few definitions are needed. Throughout this report, spouses include those that are legally married and those that are living in common-law relationships. Unless otherwise specified, the term children refers to those 0-24 who are still living at home. In some cases, the age of children may vary and this is indicated. Some people are excluded from this analysis. Those excluded are spouses and lone-parents under the age of 15 and those 65 and over, relatives, children over the age of 24 who are still living at home with their parents and single and unattached people.

- The total number of spouses with children under the age of 25 and lone-parents with children of any age stood at just under 10.5 million in 1980. Their numbers rose to 11.8 million by 1990 and then to 12.8 million by the year 2000.

- The growth in the number of spouses and lone-parents increased by just over 12% from 1980 to 1990 and then by just under 9% from 1990 to 2000.

- The demographic or age structure of these groups is changing rapidly. The number of spouses and lone-parents 15-24 has been declining slowly over most of the last two decades. The number aged 25-34 peaked in the late 1980s … since then, this group has shrunk by over 20%. In 1980, the 25-34 age group was the largest of any of the 10-year age groups, but by 2000 it ranked in third spot and will soon fall to fourth.

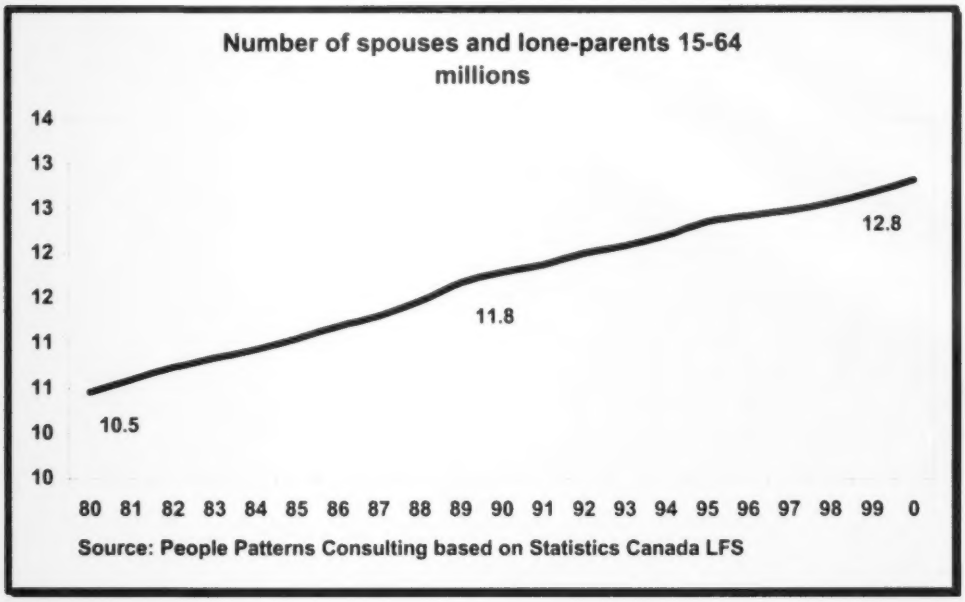
- Over the last two decades, the fastest growth in the number of spouses and lone-parents has been among those 35-44 but this group has now also begun to plateau. The number 45-54 began to soar during the last decade, and will continue to do so for several more years. The 55-64 age group is now just beginning to grow more quickly.

Comments

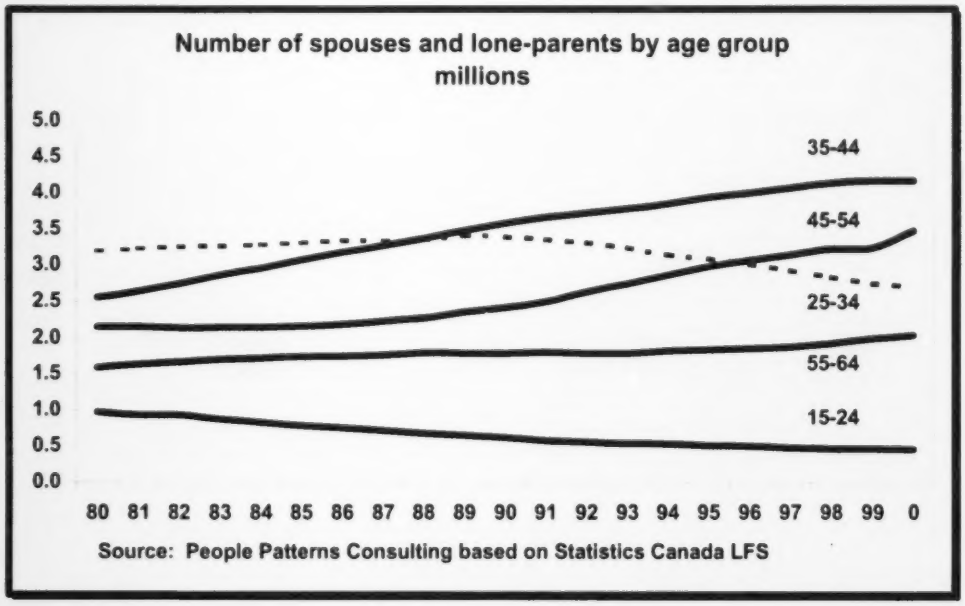
The changing age structure of Canada's families makes it more difficult to interpret the implications of big-picture trends. To do so, it is necessary to understand how the lives of spouses and lone-parents change as they move through the normal life cycles. Younger groups are getting out of school, are entering the workforce, are likely to have much younger children and may be trying to buy that first house. Older groups are more established and many are becoming empty-nesters as their children leave home.

Most importantly, the younger groups are shrinking while the older groups are expanding and they will grow even faster in the future. Often, it is useful to look at the different kinds of families and family circumstances represented within these age groups. This we will do.

Trend 1 – Increasing number of husbands and wives and lone-parents



Trend 2 – … And they are getting older



Trends 3 and 4 – Employment and unemployment rates

One of the main features of life, for most spouses and lone-parents, is the necessity to do paid work to provide for themselves and their loved ones. The volatile economic conditions of the last two decades have had an impact on most families.

- In 1980, some 69% of all spouses and lone-parents aged 15-64 held jobs in the paid workforce. This proportion rose to 74% by 1990 and to another record high of 76% by 2000. Much of this upward momentum has been due to the rapid growth in the participation of women in the paid labour market. Their increasing rate of participation compares to a flat or declining participation rate by men.

- The recurring business and economic cycles have had a distinct effect on the percentages of spouses and lone-parents participating in the paid workforce at different times over the last 20 years. The recession of the early 1980s and the early 1990s caused employment rates to dip markedly. The 1981 peak in employment rates was not reached again until 1985 (four years later) while the 1990 peak was not seen again until 1997 and 1998 (seven to eight years later). Since then, employment rates have risen even more. In 2001, some signs of weakness were returning once again.

- The unemployment rate experienced by these same families has been even more volatile. The unemployment rate at the beginning of the 1980s was at 5.5%. It then soared to roughly 9% by 1983 and 1984. The subsequent economic recovery caused the rate to dip back down to under 7% by the end of the 1980s. The recession of the early 1990s pushed the unemployment rate back up to 9% by 1993. Then, the longest recovery in the post-war period pulled the unemployment rate down to 5% by 2000. The rate for 2000 was the lowest recorded during the last quarter century.

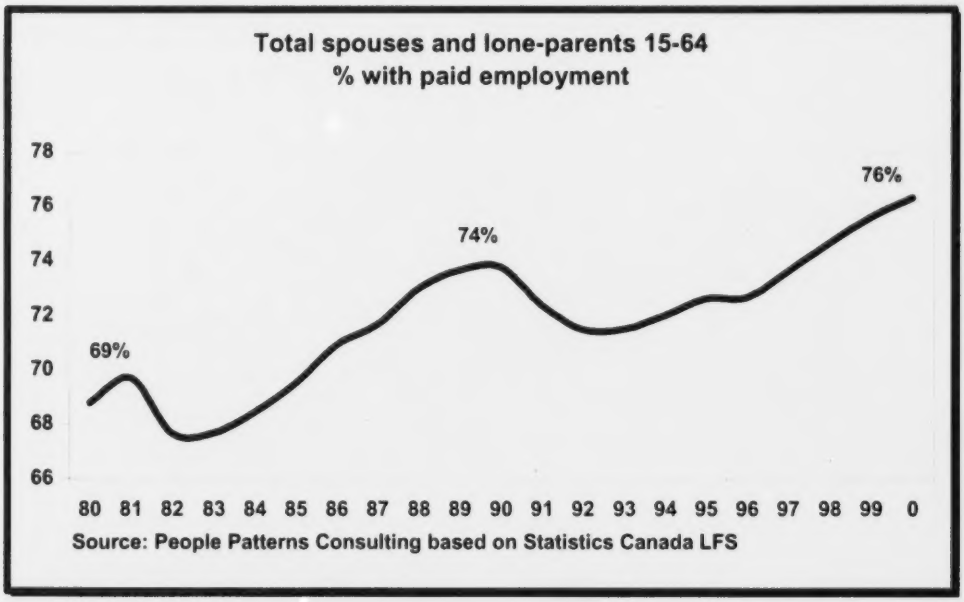
Comments

The volatility of these two trends should serve as a warning. It is always advisable to put specific events into a longer-term perspective. The years that are chosen as starting points and end points are very important and can help provide an analyst with evidence to prove almost anything. Simple conclusions may exclude many factors that are important or they may simply be misleading or wrong.

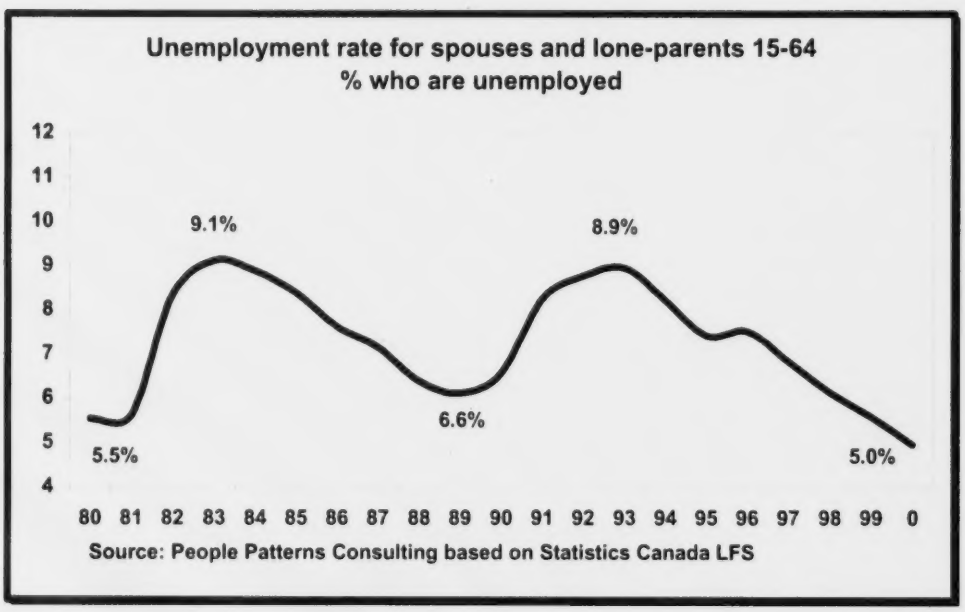
It must be stressed that employment conditions in 2000 were the best that had been observed in a long time. What must not be forgotten, however, is the number of years that it took to get there. The declining employment rates and high unemployment rates evident during much of the first half of 1990s caused downward pressures on average wages, family incomes and savings rates. For some types of families, average incomes after income taxes did not return to 1990 levels until 1999.

(For more insights, readers may want to refer to the latest edition of an annual report published by the Vanier Institute of the Family entitled *The Current State of Canadian Family Finances.*)

Trend 3 – The paid job market pulls in more and more individuals



Trend 4 – Volatile unemployment rate causes joy and pain



Trends 5 and 6 – Spouses and lone-parents by type and age

These two charts introduce the main characters in this report. The totals (from trend 1) are now broken down into three family categories.

- The fastest growth among family types has been for lone-parents with children of any age. The size of this group increased by 23% between 1990 and 2000. A startling feature within this group is the 58% jump in the number of male lone-parents. Male lone-parents now comprise almost 20% of all lone-parents compared to "only" 15% a short decade earlier. The number of female lone-parents still increased by a strong 17% during the decade. It is interesting to note that male lone-parents are much older than their female counterparts. Only 14% of male lone-parents are under the age of 35 compared to the almost one-third of female lone-parents.

- The number of spouses without children grew by a strong 18% over the decade. The principal reason behind this trend is that a growing proportion of all spouses and lone-parents are now 45 years of age and over and their children are now leaving home. A child born to a 25-year old mother in 1980 would have been 20 years old in 2000 and might have already left home. The mother was 45, which placed her in that demographic age group that has grown the most quickly since 1990. (See trend 2.)

- The number of spouses with children grew by "only" 2% between 1990 and 2000. Even so, this group remains the largest of the three family types.

- As might be expected, wives with children are younger than are those without children. In 2000, some 62% of wives without children at home were 45-64 years of age while only 28% of wives with children were in this age group. A similar pattern was evident among husbands.

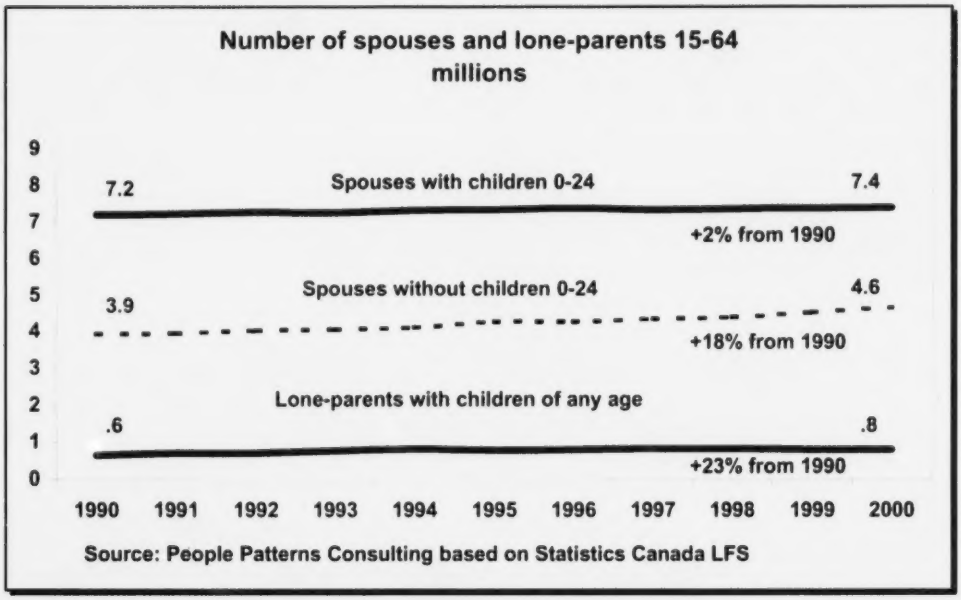
Comments

The middle aging of spouses and the growing number of empty-nesters is a major factor accounting for the relatively large increase in the number of wives and husbands without children. As such, it is based not only on social trends but on demographic ones as well.

Today, separation and divorce are the principal causes behind the increase in the number and proportion of lone-parent families. Births to women who are neither married nor living in a common-law relationship also contribute to the fact that single-parenthood is a fact of life as never before. These trends have influenced the circumstances and prospects of women and children.

Single parenthood now seems to be having measurable impacts on men. This study attempts to shed a little light on the situation of male lone-parents but is hampered by the lack of reliable data.

Trend 5 – Number of spouses with children shows little growth in decade



Trend 6 – Male lone-parents much older than female lone-parents

% Distribution of population by age and family status, 2000			
Females			
	Wives without children 0-24	Wives with children 0-24	Lone-parents with children of any age
15-24	6.7	2.9	6.7
25-34	18.6	25.1	23.5
35-44	12.9	44.5	40.9
45-54	27.5	24.9	25.1
55-64	34.3	2.7	3.9
total	100.0	100.0	100.0
Males			
	Husbands without children 0-24	Husbands with children 0-24	Lone-parents with children of any age
15-24	4.0	1.2	2.3
25-34	20.3	19.1	12.0
35-44	14.9	42.0	40.7
45-54	23.7	31.0	37.9
55-64	37.1	6.7	7.1
total	100.0	100.0	100.0
Source: People Patterns Consulting based on Statistics Canada LFS			

Trends 7 and 8 – Employment rates by family type and gender

We now take that final step in getting to meet our six main family groups. A previous trend indicated that paid employment rates for all spouses and lone-parents reached record levels in 2000. More details reveal significant differences between men and women.

- The percentage of husbands with children who are employed remains the highest among the six groups but this rate increased very little over the decade as a whole. Husbands without children actually experienced a small decline in employment rates.

- Employment rates among wives with children increased throughout most of decade to reach record levels by 2000. In contrast to the other groups, the recession of the early 1990s did not push wives with children out of the paid labour force. The employment rate among wives without children remained flat during the first half of the decade but it too increased to record levels by 2000.

- Employment rates for female lone-parents stood at 59% in 1990. This rate dipped to 52% by 1993 but then surged to a new record by 2000. Remarkably, female lone-parents are now more likely (67%) to be in the paid work force than are wives without children (63%). As we shall see later, this has been accompanied by a huge jump in the stress levels that they experience. (See trend 37). Employment rates for male lone-parents advanced just a bit over the decade, even though they had declined sharply during the first half of the 1990s.

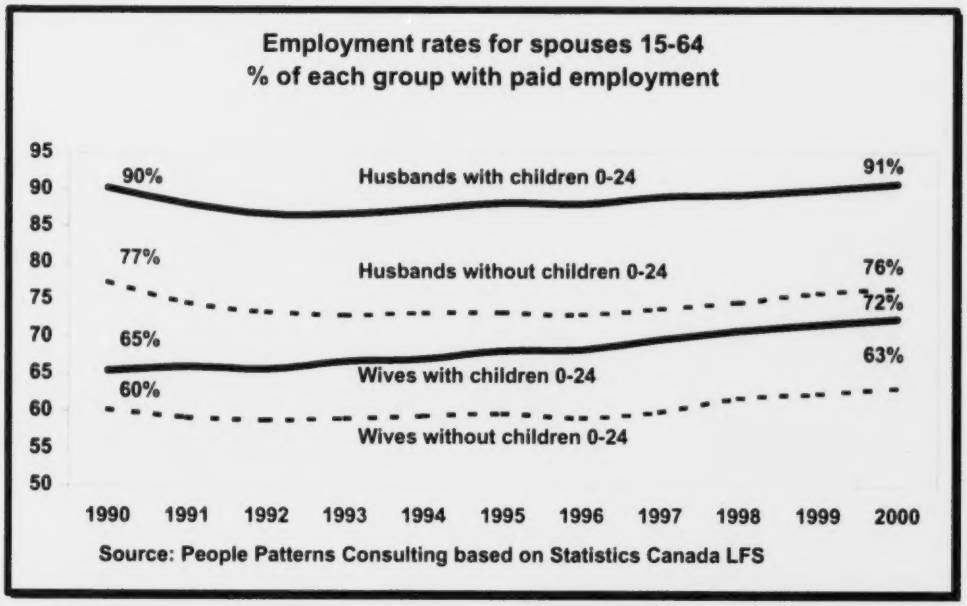
Comments

Traditionally, fathers have worked hard to "bring home the bacon." It is apparent that most mothers, be they wives or lone-parents, now do so as well.

The increase in the number and proportion of women holding jobs in the paid labour force has been remarkable. This trend reflects changes in the economy and the labour market and changes in the values and aspirations of both women and men. Women today are better educated than any previous generation and many have chosen to use their acquired skills and talents outside the home as well as within it. Trends 15 and 16 reveal that women are increasingly establishing and maintaining long-term commitments to their employers. Moreover, many wives helped their families adapt financially to the weak economy during the first half of the 1990s. The surge in employment rates among female lone-parents may, in part, be linked to recent changes in some jurisdictions that have reduced social assistance payments and encouraged lone-parents to seek paid employment. It is important to acknowledge that the majority of female lone-parents do in fact join the ranks of the employed when their children are old enough to go to school.

These trends explain why most parents would benefit from "family-friendly" workplaces and from an affordable, accessible and above all, high quality array of child-care services.

Trend 7 – Employment rates for wives with children up strongly



Trend 8 – Surge in employment rates for female lone-parents

Trends 9 and 10 – Employment rates by age of child

Having children has a major impact on the mix between paid work and unpaid work. The big changes are mostly reflected in employment rates among women. The estimates for these two trends are derived from the 1996 Census. Some employment rates are omitted because there are too few in that category.

- Husbands 15-44 with children basically have an employment rate of 87% regardless of the age of their children. It is interesting to note that employment rates for husbands aged 25-34 actually fall a bit as their children age while it increases for their wives.

- The picture is much more dramatic for wives with children. The employment rate jumps from 60% when the children are under the age of two to 75% when the children are 15-24 years of age. For each of the age groups 15-24, 25-34 and 35-44, the employment rate is much lower for those with younger children and rises as the children age. The latter is especially so for the youngest group (15-24) of wives with children.

- Among female lone-parents, employment rates rise sharply as their children age. The employment rate rises from 31% for female lone-parents with children under the age of two to 69% when the youngest child is 15-24. This upward trend is also evident for each of the three age groups in the table.

- Employment rates for male lone-parents start higher and rise more slowly as their children age. The employment rate rises from 68% when the children are very young to 76% when the children are 15-24 years of age. The table does not break out male lone-parents by three age groups due to their relatively small numbers and high volatility.

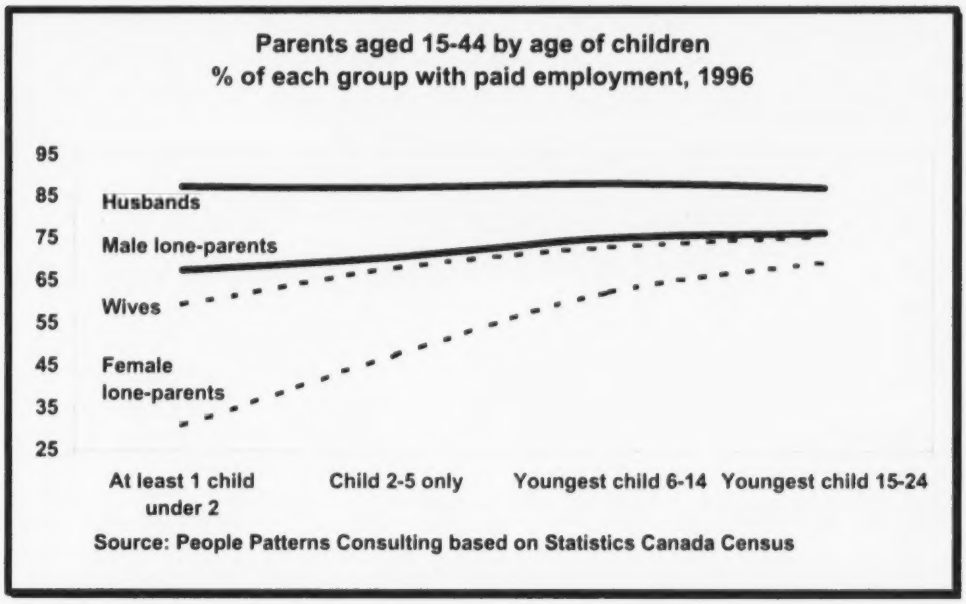
Comments

On average, it seems that husbands continue to work outside the home and provide much of the financial stability for the family.

The majority of wives also work outside the home but they are much more likely to leave jobs (at least for a while) when their children are young and require the most immediate attention. (See trends 25 to 32 for further analysis of these trends)

Younger husbands and wives are more likely to look like the so-called "traditional" family with the young fathers as "breadwinners" and young mothers staying home to take care of their children. This seems to be a very temporary situation.

Trend 9 – Age of child most affects job status of female lone-parents



Trend 10 – 87% of husbands work regardless of the age of their children

Employment rates by age of parent and age of child
% of each group with paid employment, 1996

		At least 1 child under 2	Child 2-5 only	Youngest child 6-14	Youngest child 15-24
Wives with children	15-24	38	47	59	Too few
	25-34	64	69	68	73
	35-44	65	72	74	76
	15-44	60	68	73	75
Female lone-parents	15-24	21	31	38	Too few
	25-34	40	53	54	59
	35-44	51	61	67	70
	15-44	31	48	62	69
Husbands With children	15-24	71	72	69	Too few
	25-34	89	87	83	81
	35-44	89	89	89	87
	15-44	87	87	88	87
Male lone-parents 15-44		68	71	75	75

Source: People Patterns Consulting based on Statistics Canada Census

Trends 11 and 12 – Non-standard employment

There has been much discussion and speculation about the trend away from "standard" full-time employee type jobs. A standard job is usually defined to be a full-time, permanent, Monday to Friday day job performed outside the home for a single employer.[6] The next four charts classify three types of jobs as non-standard; part-time (less than 30 hours per week), self-employment and second jobs. Total non-standard jobs are the sum of these three.

- Based on a comparison of the employment patterns between different family types, there seems to have been a rapid convergence relative to the proportion that work at non-standard jobs. In 1990, some 36% of spouses with children had non-standard jobs while about 30% of spouses without children and lone-parents had non-standard jobs. By 2000, all three groups were in a narrow range of 36% to 37%.

- Toward the end of the decade, more spouses moved back into standard jobs. This shift likely reflects improvements in the overall job market during that period. It will be interesting to see whether the recent downturn in the economy once again results in more non-standard jobs.

- Women continue to be much more likely than men to be in non-standard jobs. In 2000, 44% of employed women and 31% of employed men were in non-standard jobs. The gap between men and women was exactly 13 percentage points in both 1990 and 2000.

Comments

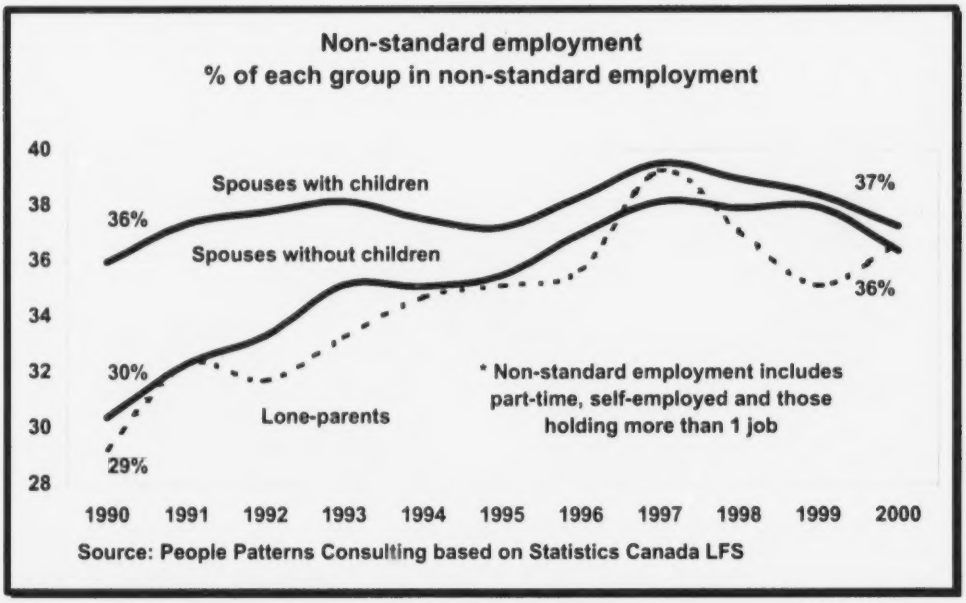
For many people, "non-standard employment" may be more desirable. Some people prefer to work part-time, to be self-employed or to get that second job in order to balance their work and family responsibilities, to gain new experiences or to earn extra money. Many assume that most people are pushed into these non-standard jobs … this may be true for some, and perhaps even the majority, but it is a clear overstatement.

Non-standard jobs often provide more flexibility. For many wives and female lone-parents, part-time jobs make it possible to both earn an income and take care of their children and other family members.

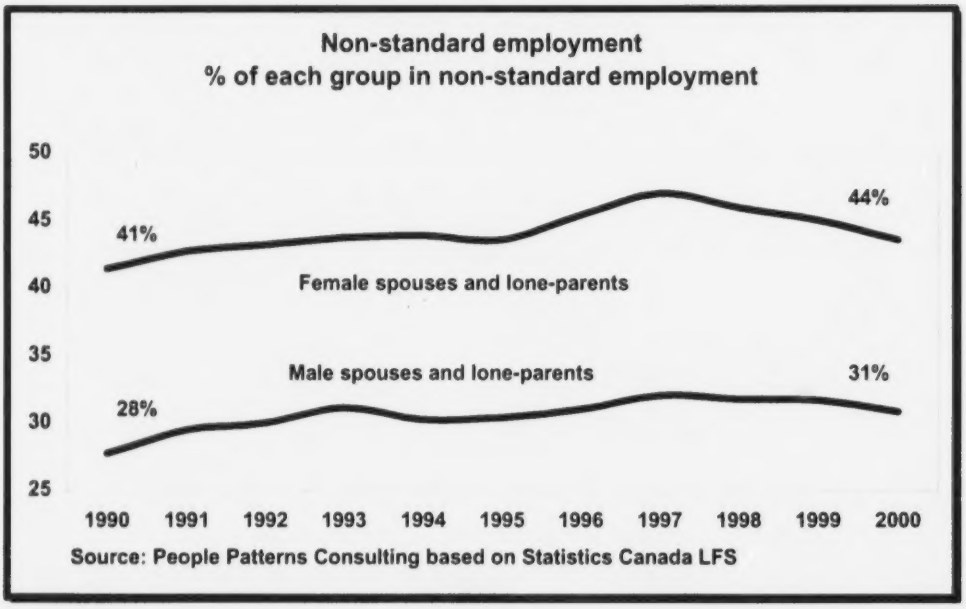
One of the drawbacks of non-standard jobs is that they seldom provide the same access to and level of benefits. It is a serious problem from both a present and future perspective.

In 1995, about 58% of full-time employees had a pension plan other than the government plans … only 19% of part-time employees had such a plan. In that same year, 63% of full-time employees had a dental plan … only 18% of part-time employees had a dental plan.[7] The differences are similar regarding extended health coverage, paid sick leave and paid vacation. Part-time employees also earn less per hour than do full-time employees. Self-employed persons, on average, earn less than full-time employees do.

Trend 11 – Convergence in non-standard employment



Trend 12 – Women more likely to have non-standard employment



Trends 13 and 14 – More about non-standard employment

Whether or not one participates in the non-standard labour force has a lot do with the type of family and the number of earners in the family.

- The rankings in the table reveal that women are more likely than men to hold non-standard jobs right across the range of family types. They are also most likely to hold non-standard jobs in both one-earner and two-earner families. For all wives with children, the rate of participation in non-standard jobs varies surprisingly little for all 10-year age groups from 15-24 to 45-54.

- The most likely (48%) to have a non-standard job are wives with children where both spouses have earned income. In this group, about 28% work part-time, 15% are self-employed and 5% are holding down more than one job. Husbands in these types of families are among the least likely (31%) to hold non-standard jobs and very few (3%) work part-time.

- The second most likely (41%) group to hold non-standard jobs are wives without children in a two-earner family. The husbands in this group are also those that are the most likely (35%) to have non-standard jobs. About 23% of this group of husbands without children are self-employed, which is the highest for any of the groups.

- Female lone-parents are the most likely (6%) to hold down more than 1 job.

- When it comes to self-employment, there is a clear difference between men and women. Men are significantly more likely (about 22%) to be in self-employment than are women (10% to 15%).

Comments

Many wives with children seem to use non-standard employment as a way to strike a balance between their jobs and their home and family responsibilities. The second earner in a family may use non-standard employment to gain additional income plus "keep in touch" with the paid job market while still retaining enough flexibility to carry out the responsibilities regarding the care of the family.

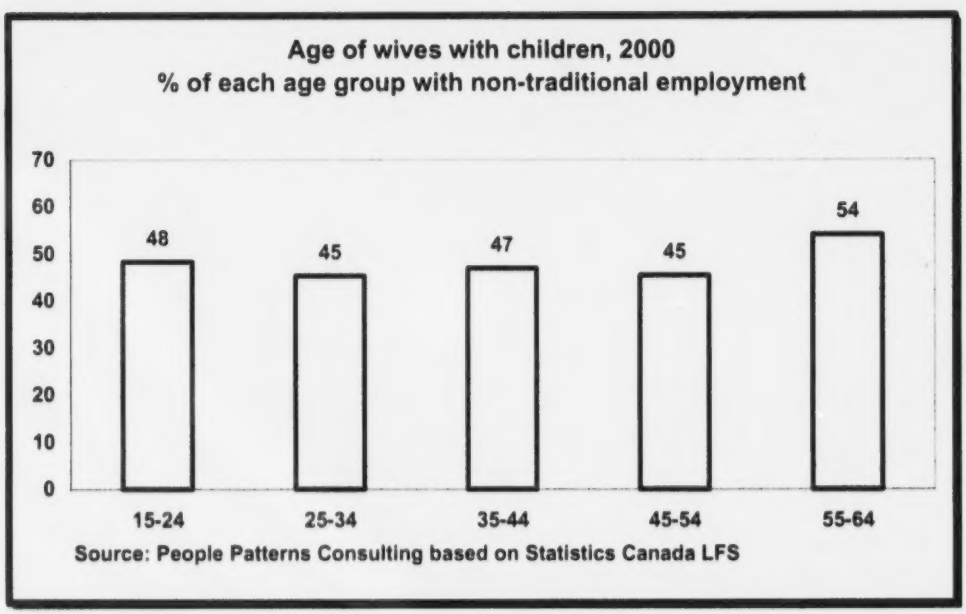
It is apparent that the task of balancing falls more on women than on men.

It also seems that the emergence of two-earner families may be one of the main factors behind the trend towards non-standard jobs by virtue of the flexibility that they can provide to families attempting to find the "appropriate" mix of paid and unpaid work for both spouses.

Trend 13 – Wives with children rank highest for non-standard jobs

% of each group with non-traditional employment, 2000				
Type of family	Total	Part-time	Self-employed	Multiple-jobs
Wives with children	47	27	15	5
Wives without children	40	21	14	5
Female lone-parent	38	21	11	6
Male lone-parent	34	7	22	5
Husbands without children	33	6	23	4
Husbands with children	30	4	22	4
Number of earners				
Wives with children with 2 earners	48	28	15	5
Wives without children with 2 earners	41	20	15	6
Wives without children with1 earner	38	26	10	2
Wives with children with 1 earner	38	24	10	4
Husbands without children with 2 earners	35	8	23	4
Husbands without children with 1 earner	30	6	21	3
Husbands with children with 2 earners	31	3	23	5
Husbands with children with 1 earner	27	4	19	4
Source: People Patterns Consulting based on Statistics Canada, LFS				

Trend 14 – For wives with children, non-standard jobs vary little by age



Trends 15 and 16 – Job tenure

The media frequently reports on evidence that suggests that it is getting more difficult to stay with the same employer. At least for families, the facts seem to challenge this conclusion.

- The average number of months that employees had been with the same employer was higher in 2000 than in 1990 for all the groups shown in trend 15. The increase was small amongst males (+ 2 to 3 months) but more significant (+14 to 19 months) amongst females. Job tenure still remains the longest for males.

- Male lone-parents have the longest tenure with the same employer (129 months or almost 12 years) while female lone-parents have the shortest (85 months or just over 7 years.) Much of this difference is likely due to the fact that male lone-parents are a much older group than are female lone-parents. (See trend 6)

- The job tenure for wives without children (103 months or 8.6 years) in 2000 was up from 86 months in 1990 … this is a huge increase of 17 months. For wives with children, the average job tenure advanced by 19 months over the same period. These are very big increases in "only" one decade.

- It is startling to see that among wives 35-44, the average job tenure in the year 2000 for those with children had caught up with the average tenure among those without children.

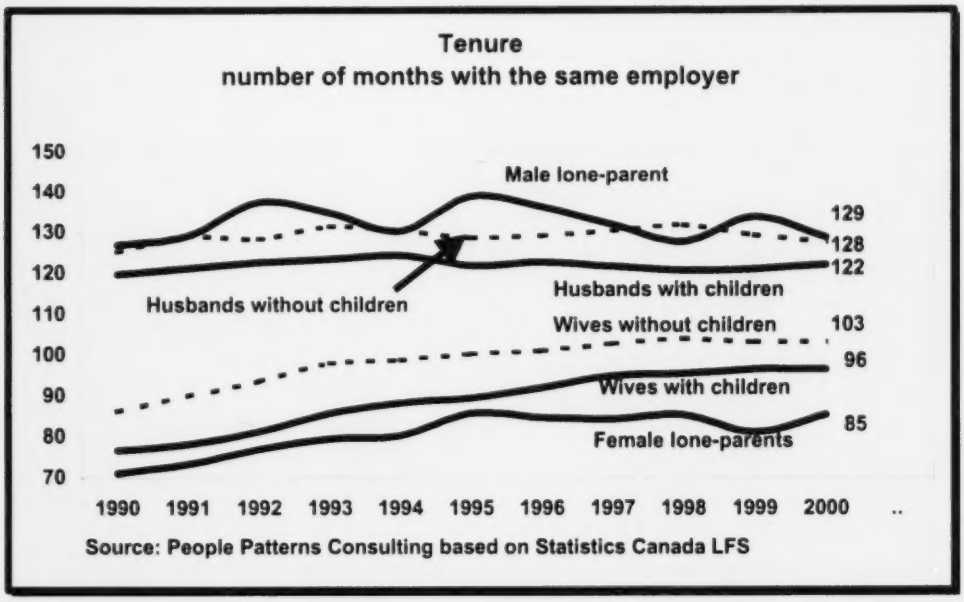
Comments

Most workers with families want stability in their employment and they seem to be getting more of it. Job tenure is improving even for part-time jobs. This stability leads, in most cases, to improved benefits. The move to provide more benefits to part-time workers is laudable.

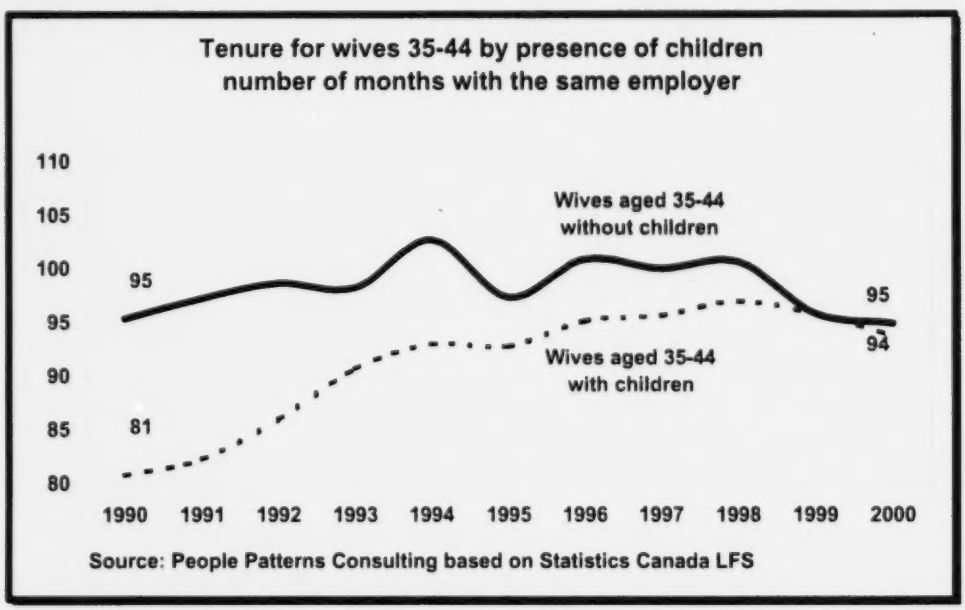
Some of the increase in job tenure is strictly demographic. Older people simply have longer job tenures because they have just been around longer than young people have. And, there are a lot more older people than there were just a decade ago. (See Trend 2) In the future, an aging workforce will tend to lead to a further increase (for strictly demographic reasons) in job tenures.

Trend 16 suggests that women who are having children are trying hard to maintain their connections with their current employers. Recent changes to Employment Insurance regulations, which now provide for one year of parental leave, may make it even easier for them to do so in the future.

Trend 15 – Job tenure up for all family types over decade



Trend 16 – Wives with children staying longer with same employer



Trends 17 and 18 – Hours at paid jobs

Looking at the data for 1990 and 2000, it would appear that the number of paid hours worked per week by spouses and lone-parents has not changed much over the ten-year period. There have been, however, notable swings in hours worked over the course of the decade.

- On average, during a typical week, men work significantly longer hours (39 to 41 hours) at paid work than do women (30 to 33 hours).

- In average terms, the number of hours worked per week shrank during the early 1990s due to the recession. There was a small upswing in 1993 and 1994, a flat period through to 1998 and then a relatively strong increase in the last two years of the decade.

- The numbers of hours worked by husbands, with or without children, were very similar in both 1990 and 2000. In contrast, wives with children were working an additional 48 minutes per week at the end of the decade.

- Male lone-parents were also working an extra 48 minutes at the end of the period.

- People working 40 or more hours per week at paid jobs are often classified as working "long hours." Over the decade, the percentage of spouses and lone-parents that were working at least 40 hours per week increased for five of the six groups. The exception was for female lone-parents. Among females, it was wives with children who experienced the biggest increase in the percentage working "long hours."

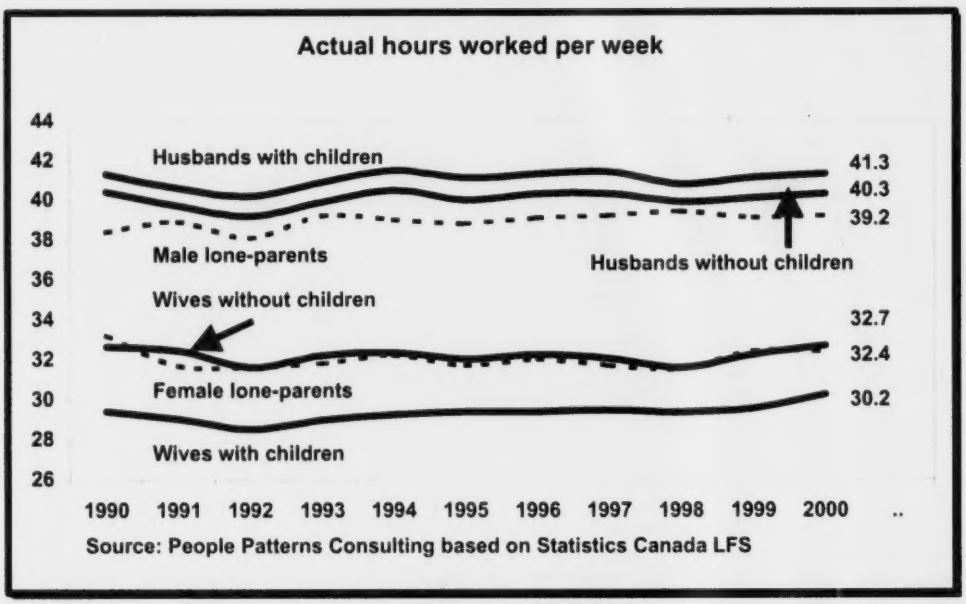
- The percentage of those working less than 35 hours per week has generally declined over the period.

Comments

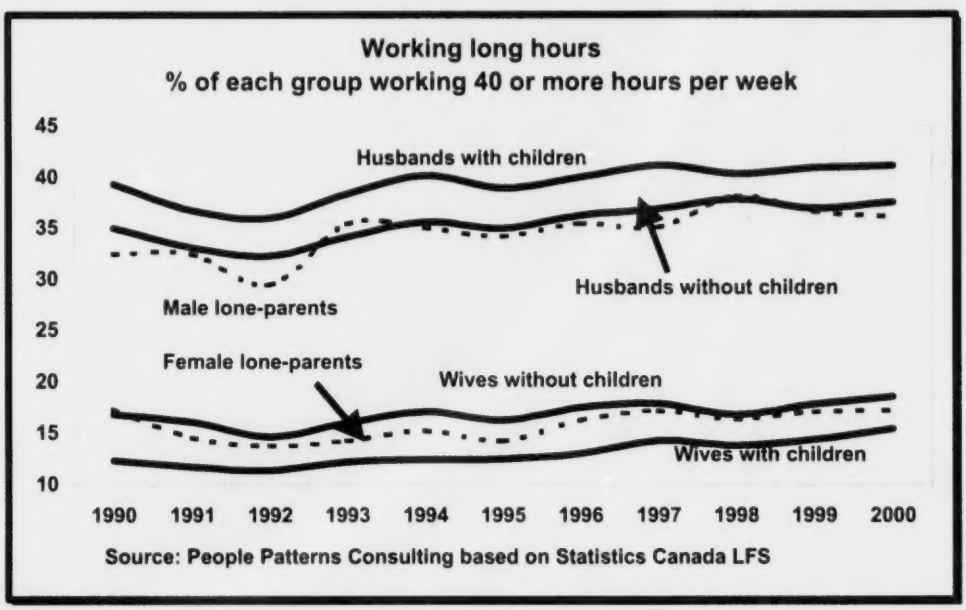
The number of hours worked by employees is generally regarded as an indicator of the strength of the economy and structural changes within industries. It may also reflect the changing preferences of workers in light of their family circumstances and responsibilities.

More women are working and it appears that more and more wives are "on the job" for more hours each week now than in the past.

Trend 17 – Men work longer hours at paid jobs



Trend 18 – More wives with children working 40 or more hours



Trends 19 and 20 – Overtime hours

A significant minority of spouses and lone-parents work overtime for their employers or for themselves if they are self-employed. There is insufficient data to track this trend by family type over the entire decade.

- Male lone-parents are the most likely (28%) to work overtime in a typical week. They are followed closely by husbands with children (27%) and then husbands without children (25%). Those husbands and male lone-parents, who do work overtime, put in, on average, about an extra 10 hours per week. This includes both paid and unpaid overtime.

- About 18% of all employed wives and female lone-parents work overtime. Wives and female lone-parents, that do work overtime, put in about eight hours of overtime per week or the equivalent of an extra day each week.

- About 10% to 12% of all spouses and lone-parents work "unpaid" overtime for their employers. There is little variation in this percentage by sex or type of family.

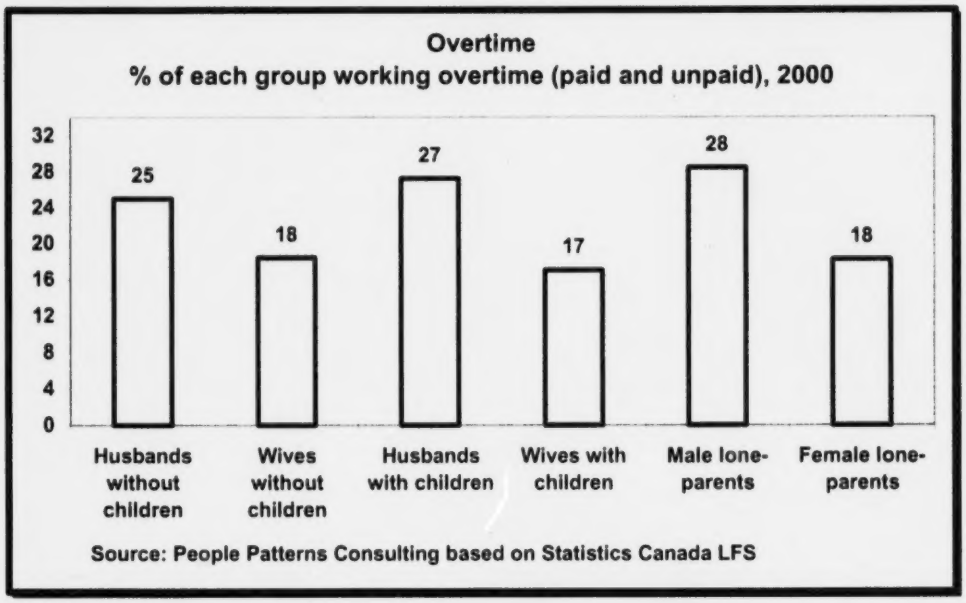
- It may be surprising to many that husbands and wives in two-earner families are both more likely to work overtime than they are in one-earner families. About 22% of husbands without children in a one-earner family work overtime and this actually increases to 26% for husbands in a two-earner family. Husbands and wives with children are also both more likely to work overtime if there are two earners in the family.

Comments

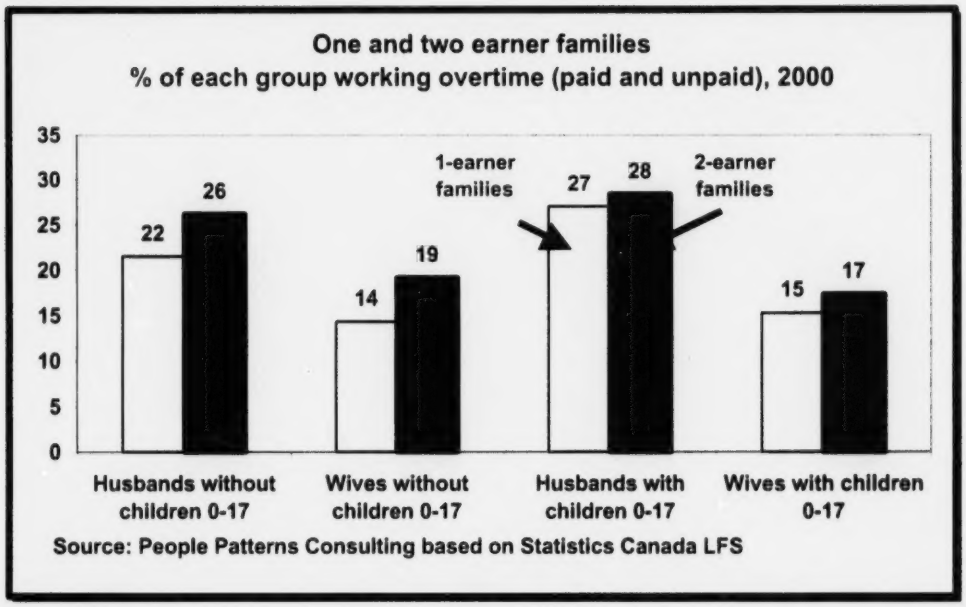
In most families, people get to work on time and they leave on time. This suggests that many spouses and lone-parents place a high "value" on their time away from paid work.

Even so, about one in four men and almost one in five women put in "extra hours" to satisfy either the needs of their employers, to make some extra money or both. In a "deeper" sense, many people believe that they are "workaholics." (See trends 41 and 42). Sometimes, overtime is simply part and parcel of the family routine and sometimes it means that people are, by necessity, re-scheduling their lives "on the fly."

Trend 19 – Men much more likely to put in overtime hours



Trend 20 – Two-earners means more overtime for both



Trends 21 and 22 – Hourly and weekly earnings

Increasingly, families count on the wages of both men and women in order to "make ends meet." These two tables provide detailed information about the hourly and weekly earnings of employed men and women by age for different types of families.

- Among all groups of spouses and lone-parents, those aged 15-24 get the lowest hourly and the lowest weekly earnings.

- Hourly earnings for both men and women are highest among those that are married with children. The hourly earnings for husbands with and without children and of male lone-parents are highest for those aged 45-54. Similarly, it is generally women between the ages of 45-54 who earn the highest wages with the exception of wives aged 35-44 without children who earn just a bit more.

- Average weekly wages for men are also the highest for those that are married with children while for women it is wives without children who earn the most.

- A significant wage gap between men and women still exists. It is interesting to note that the wage gap is more pronounced at the weekly level than at the hourly level because women, on average, work fewer hours than do men. For groups as a whole, the smallest wage gap is experienced by spouses without children where wives earn 78% of what husbands earn on an hourly basis and 68% of what husbands earn on a weekly basis.

- The weekly wage gap varies by the age of the spouses and family types. Wives 25-34 without children earn about 79% of what their husbands do. Older wives, aged 55-64, without children earn only 59% of what their husbands do.

- The wage gap among younger wives, aged 25-34, with children is also smaller at 67% than for older women is similar circumstances. The older groups of wives with children all earn 61% to 63% of what their husbands earn.

- The gap with respect to lone-parents is the smallest (80%) for those 15-24 and second smallest (74%) for those 55-64.

Comments

Most married men with children seem to accept paid work as their primary responsibility. These fathers work the longest hours, they are most likely to work overtime and they earn the most per week. In comparison, wives with children, on average, work fewer hours per week, do less overtime and bring in smaller paychecks. This is not to say that women work any less hard providing for and caring for their families. (See trends 33 to 36)

In the end, it is mothers and fathers with children at home who earn the highest family incomes. (See trend 23)

Trend 21 – Wages for husbands peak at 45-54

Hourly and weekly earnings, 2000						
	Hourly earnings			Weekly earnings		
	males	females	wage gap	males	females	wage gap
Spouses without children 0-24						
15-24	$12.72	$11.00	0.86	$504	$373	0.74
25-34	$18.26	$15.91	0.87	$734	$581	0.79
35-44	$20.13	$16.83	0.84	$814	$614	0.75
45-54	$22.38	$16.27	0.73	$899	$569	0.63
55-64	$21.01	$15.11	0.72	$823	$485	0.59
Total	$20.00	$15.58	0.78	$799	$547	0.68
Spouses with children 0-24						
15-24	$12.68	$10.05	0.79	$518	$316	0.61
25-34	$18.29	$15.07	0.82	$746	$500	0.67
35-44	$21.42	$16.25	0.76	$867	$545	0.63
45-54	$23.24	$17.38	0.75	$931	$589	0.63
55-64	$22.16	$16.73	0.75	$869	$526	0.61
Total	$21.25	$16.15	0.76	$857	$541	0.63
Lone-parents by age with children of any age						
15-24	$10.09	$9.01	0.89	$361	$287	0.80
25-34	$16.66	$12.47	0.75	$655	$426	0.65
35-44	$19.69	$15.28	0.78	$794	$533	0.67
45-54	$22.26	$17.04	0.77	$876	$605	0.69
55-64	$22.12	$16.92	0.76	$778	$577	0.74
Total	$21.18	$15.00	0.71	$797	$523	0.66
Source: People Patterns Consulting based on Statistics Canada LFS						

Trend 22 – Younger wives without children have smaller weekly pay gap

Weekly wage gap by age of adults and type of family, 2000 Female weekly earnings as a ratio of male weekly earnings					
	15-24	25-34	35-44	45-54	55-64
Spouses without children 0-24	0.74	0.79	0.75	0.63	0.59
Spouses with children 0-24	0.61	0.67	0.63	0.63	0.61
Lone-parents, child any age	0.80	0.65	0.67	0.69	0.74
Source: People Patterns Consulting based on Statistics Canada LFS					

Trends 23 and 24 – Family incomes

Trends in family incomes reflect a variety of factors including the ups and downs of the economy and decisions of family members about how they will finance the operation of their households. (Note: In these two charts a child is classified as being 0-17 years of age and the heads of families are under the age of 65.)

- Average incomes after income taxes for families with children were lower each year over the 1991 to 1996 period than they were in 1990. Improvements occurred during each of the last four years for which information is available. As such, family incomes in 1999 were about 8.2% higher than in 1990.

- Couples without children also had a volatile decade but ended up with 6.4% more income in 1999 than in 1990.

- Both male and female lone-parents saw their incomes increase by about 8% between 1990 to 1999. Male lone-parents are significantly better off than are female lone-parents

- The second income in a couple with or without children added, on average, about $15,000 to after-tax family incomes in 1999. The dollar contribution of the second earner has been trending upwards.

Comments

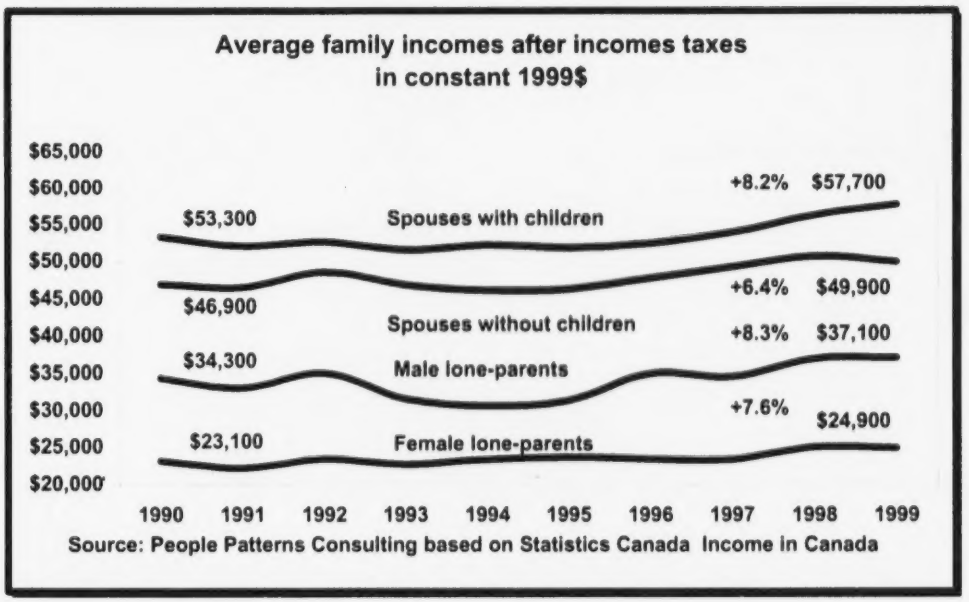
During much of the 1990s, family incomes struggled to just to keep up with inflation. Most groups experienced flat or shrinking incomes for several years. The recent improvement is most welcome.

The increase in average family incomes observed in the last few years has been the result of more family members working for pay and working longer hours. Average hourly wages have not increased at all during the decade.

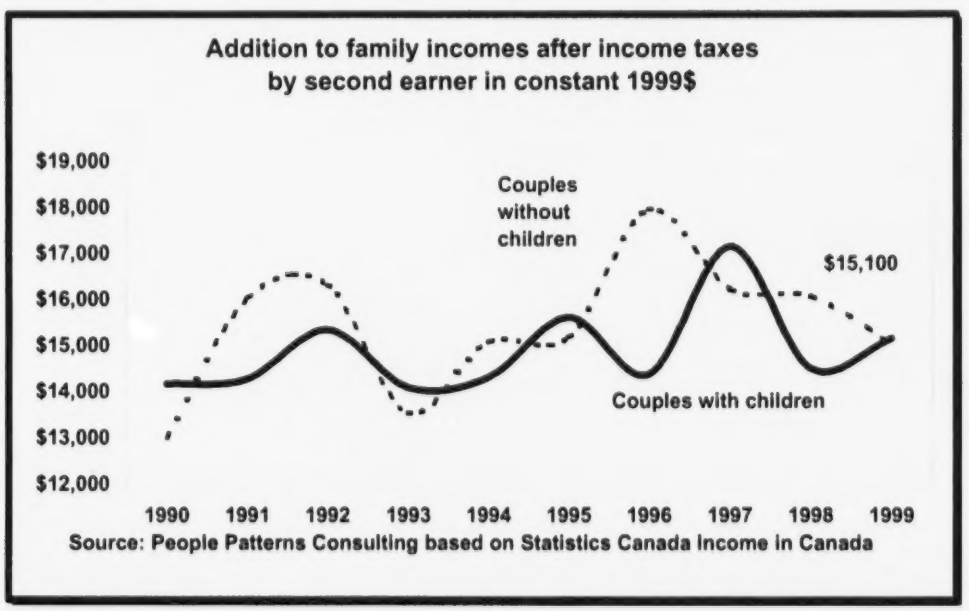
Many families are struggling to live within their means and many are not able to do so. Savings rates are now at record low levels.

(For more insights into the incomes, expenditures, savings and debts of families readers may want to refer to the latest edition *of The Current State of Canadian Family Finances* published annually by the Vanier Institute of the Family.)

Trend 23 – Recovery in family incomes during 1996 to 1999



Trend 24 – Second earner adds about $15,000 to family incomes



Trends 25 and 26 – Reasons for part-time employment

Trends 11 to 14 examined who was working on a part-time basis and in other non-standard jobs. Trends 25 and 26 now examine the reasons why some spouses and lone-parents work part-time. Those who claim that they work part-time because they are "taking care of own children and family" best illustrate the close connection between jobs and families. Other possible reasons include personal illnesses or disability, going to school, voluntary pursuits, and several other reasons related to business conditions.

- In 2000, about 45% of wives 15-64 with children who were working part-time were doing so to take care of their own children and family. This is the highest among the five groups shown in trend 25. In absolute numbers, 325,000 wives with children were working part-time for child and family reasons. Husbands with children who worked part-time were much less likely (7%) to claim that they were doing so to care for children and family.

- Some 26% of female lone-parents, or 23,000 women, who were working part-time, were doing so to take care of their own children and family. Estimates for male lone-parents are excluded due to the small sample size.

- Only 8% of wives without children, who were working part-time, were doing so for child and family reasons. Their husbands were even less likely (3%) to work part-time to take care of children and family.

- Trend 26 distinguishes, according to their ages, those wives with children who are working part-time because of children and other family reasons. Almost two-thirds of wives 25-34 who were employed part-time cited child and family reasons for doing so. This ratio was close to 50% for those 15-24 and 35-44. Over time, as children age, they no longer represent the prime motivation for working part-time and by 55-64 only 8% used this reason for working part-time.

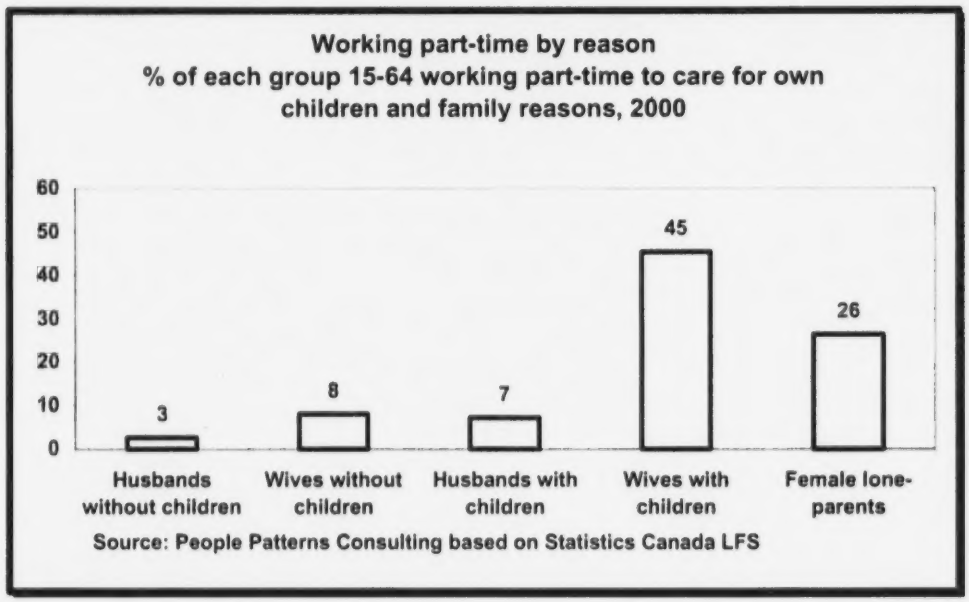
Comments

If wives work part-time, it is most likely because of their family responsibilities. When men work part-time, it is usually for other reasons. As such, wives continue to assume the primary responsibility for child-care and family care. Part-time work appears to be one of the strategies they employ to balance the often competing demands of their jobs and their families.

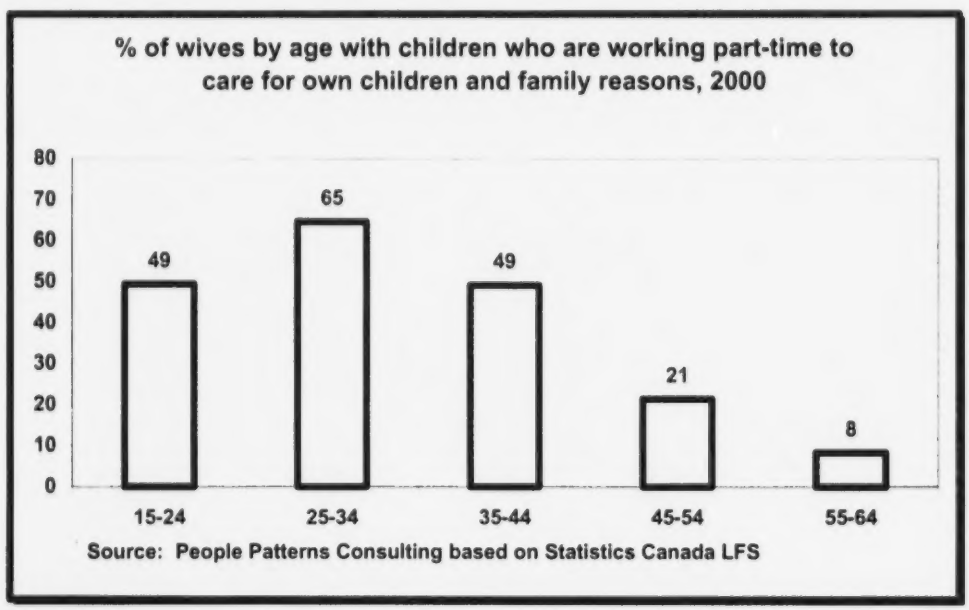
Female lone-parents clearly have the responsibility for their children and many work part-time to fulfill this responsibility.

Statistically speaking, the percentage of all wives with children who work part-time for child and family reasons will likely decline over the next few decades. This says very little about the preferences of women but it says a lot about our aging population. The decline may be dampened as more women find themselves caring for aging parents.

Trend 25 – Children have strong influence on who works part-time



Trend 26 – For wives 25-34, having children means more part-time work



Trends 27 and 28 – Reasons for leaving jobs and not looking

Many spouses and lone-parents leave jobs ... they are not fired or asked to leave but leave voluntarily. Trend 27 highlights those who leave for "personal and family reasons." Other possible reasons include personal illness or disability, going to school, job dissatisfaction, retirement and other reasons.

- In 2000, 42% of wives 15-64 with children still at home who left their jobs did so for personal and family reasons. The trend in leaving for this reason has declined a bit since 1990. The percentage of husbands with children who left jobs for family reasons was much lower at 6%. In numbers, this represents 53,000 wives and about 3,000 husbands.

- Over one-quarter of female lone-parents who left jobs in 2000, did so for personal and family reasons and number about 8,000 women.

- Wives without children are much less likely (10%) to leave for personal and family reasons. Only 6% of their husbands left jobs for the same reasons.

There are also some spouses and lone-parents that would like to work in a paid job but are not looking for personal and family reasons (trend 28).

- In 2000, about 38% of both female lone-parents and wives with children who wanted a paid job were not looking for personal and family reasons. In 2000, this represented about 3,700 female lone-parents and 5,500 wives. This reason is being cited more often now than in the past. Only 7% of husbands with children who wanted work but were not looking did not look for work for personal and family reasons.

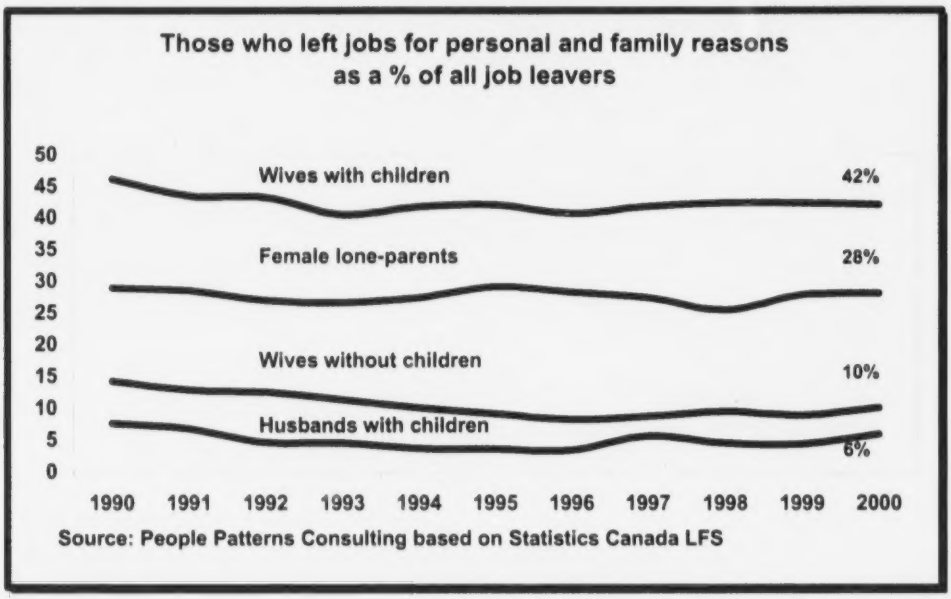
- About 10% of wives without children who wanted to work were not looking for personal and family reasons and 6% of their husbands were in the same position.

Comments

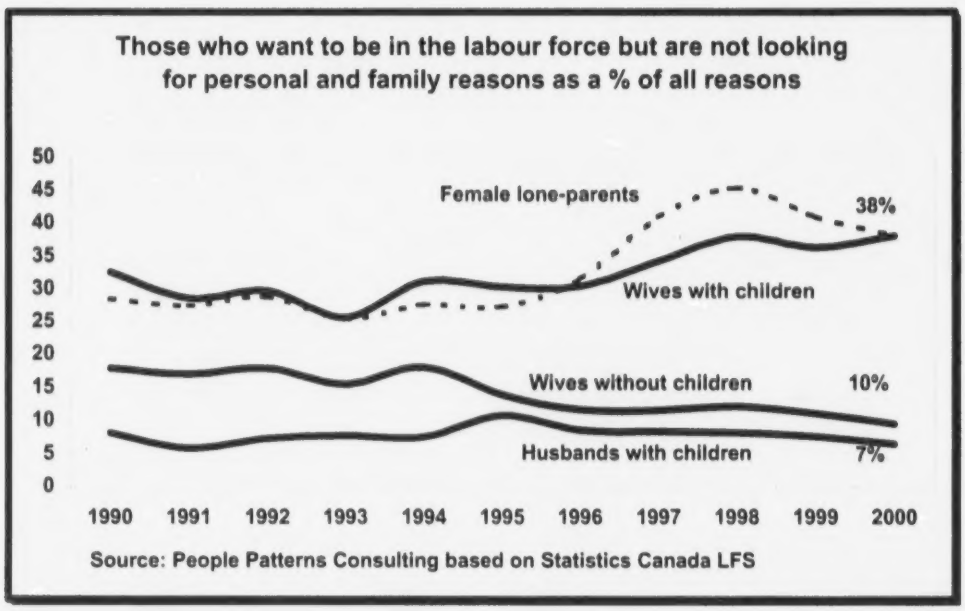
From an analytical perspective, these are fascinating charts and they add to our knowledge about the connections between paid jobs and families.

These trends clearly demonstrate, yet again, that it is mostly wives with children who do much of the juggling when it comes to finding the "proper" balance between work and home. Many more wives than their husbands work part-time for family reasons, leave jobs for family reasons and stay out of the paid job market for family reasons. Even so, more and more wives continue to enter the paid job market.

Trend 27 – Many wives with children leave jobs for family reasons



Trend 28 – Many wives with children don't work for family reasons



Trends 29 and 30 - More on young mothers and leaving jobs

Wives with children and female lone-parents are much more likely than other job holders to move in and out of the paid labour force and the main reason they do so is to take care of the family. Not surprisingly, this movement is most pronounced among young women whose children are still young.

- The pattern is very clear. About 70% of wives between the ages of 15 and 24 with children who quit their jobs in 2000 did so for personal and family reasons. At the same time, about 63% of wives in the same age group who wanted paid jobs were not looking for personal and family reasons. The percentages for both of these groups of women aged 25-34 drops a bit to about 50%. Among the older groups of wives, the percentages move down to about one-third for those 35-44 and then down to 19% to 25% for those 45-54.

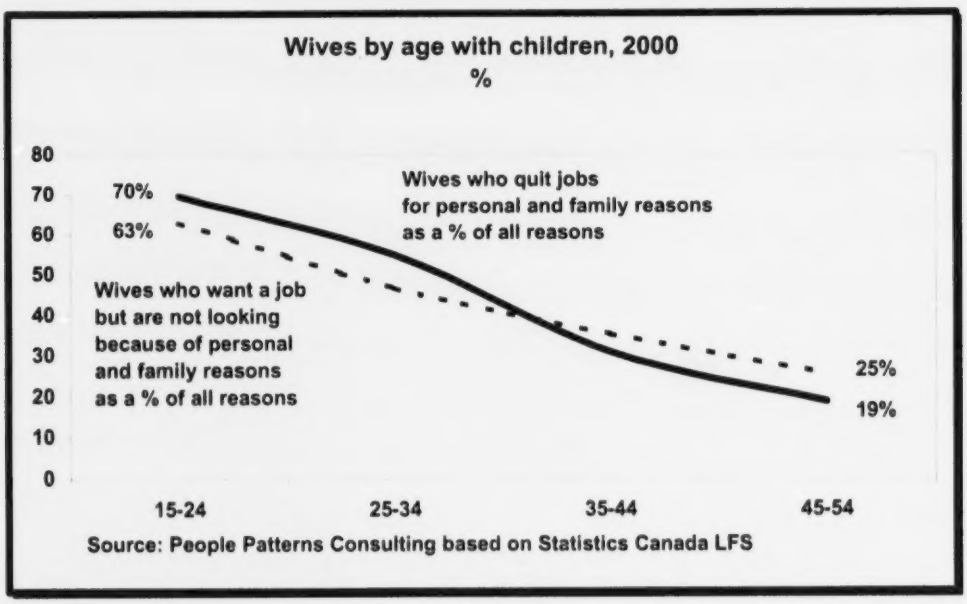
- The trends for female-lone parents generally move in the same direction relative to age. In this situation, however, younger parents are more likely to stay out of the job market altogether in order take care of their families. For those 25-34, about half of those who want a job but aren't looking are doing so for personal and family reasons. For the same age group, about one-third of those who left jobs did so for personal and family reasons. (The 45-54 group is not shown due to their small numbers.)

Comments

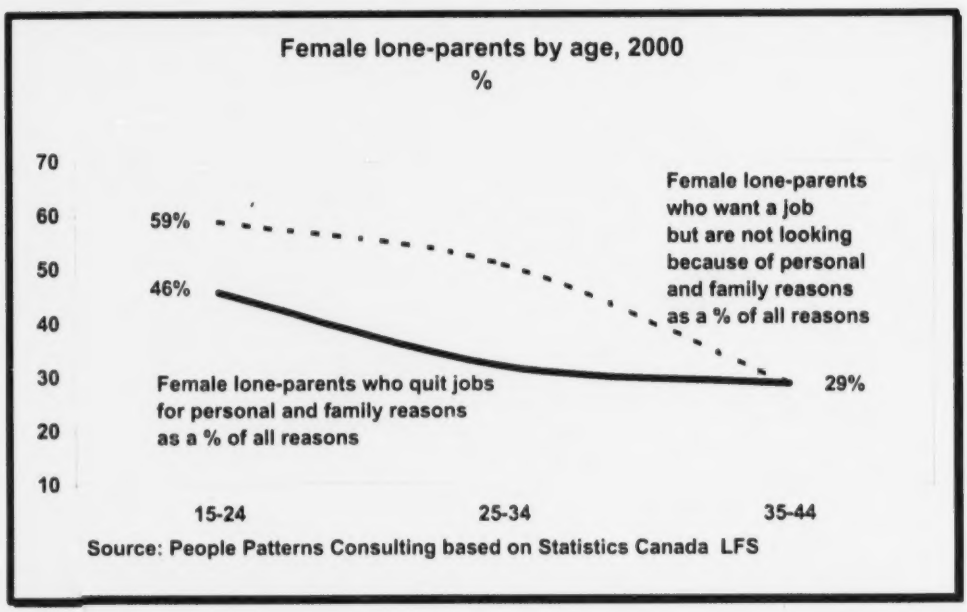
As noted (trends 25 and 26) mothers often work part-time in order to care for their children and other family members. It is also clear that many others frequently leave their paid jobs or choose to stay out of the paid labour force entirely, at least for a time, because of their family commitments and responsibilities.

It also seems clear that as children get older and they enter the school system, their mothers are more and more likely to seek and find stable long-term paid jobs. In other words, once they are confident that their children are safe and well-cared for during the day, many mothers want to and do re-join the paid labour force.

Trend 29 – Younger wives with children do a lot of juggling



Trend 30 – … And so do lone-mothers



Trends 31 and 32 – Days lost from work

People take days off from paid work for a variety of reasons including personal illness, disability and, of interest here, for personal and family reasons. These next two trends examine the number of days lost for "personal and family reasons" but exclude maternity leave. These estimates are for full-time employees only.

- In 2000, wives 15-64 with children living at home stayed away from their jobs for about 20 days. Twelve of these days "off" were for personal and family reasons. By way of comparison, on average, husbands with children stayed away from work about seven days in the year and only one was occasioned by personal and family reasons.

- In 2000, wives aged 15-64 without children at home were absent about 11 days with three of these for personal and family reasons. Their husbands lost eight days, of which only one day was for personal and family reasons.

- Female lone-parents booked off a total of 15 days, of which four were for personal and family reasons. Male lone-parents were off for eight days a year, of which none (at least statistically) were for personal and family reasons.

- Trend 32 shows the days away from the job for personal and family reasons by those who are the most prone to do so. Wives 15-24 with children lost about 57 days of work in 2000 for personal and family reasons. This averages out to about one day per week. Next in line are wives 25-34 with children who were absent for about 34 days per year or about three days per month. Female lone-parents in the same age group lost an average of 21 days or about two days per month.

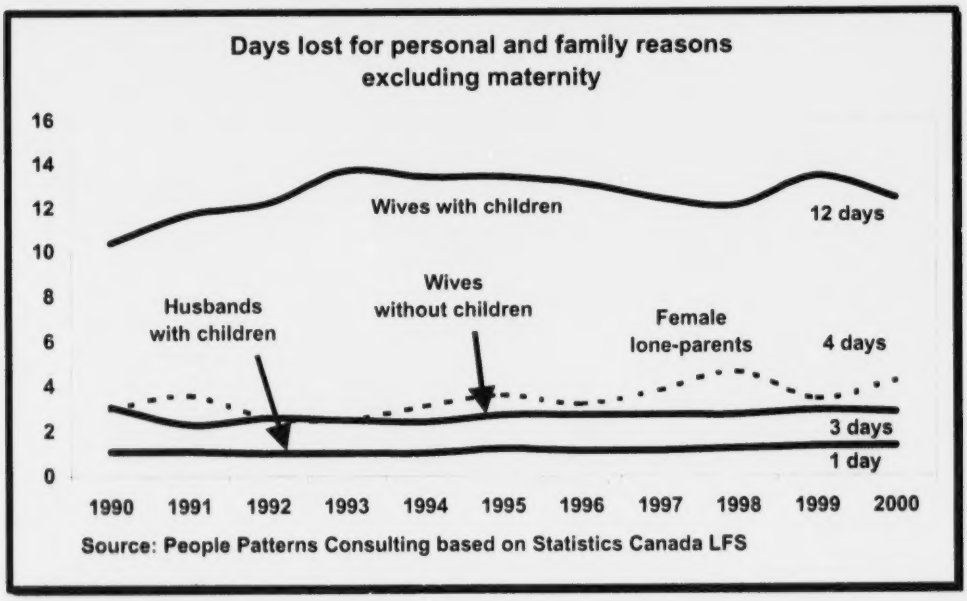
Comments

Who takes care of the kids when they are sick or can't go to school? It seems that the responsibility falls mainly on the mothers. This results in what many might consider a "shockingly" high number of days lost by young mothers. The situation would be much worse if many mothers weren't already working part-time or hadn't already dropped out of the paid job market.

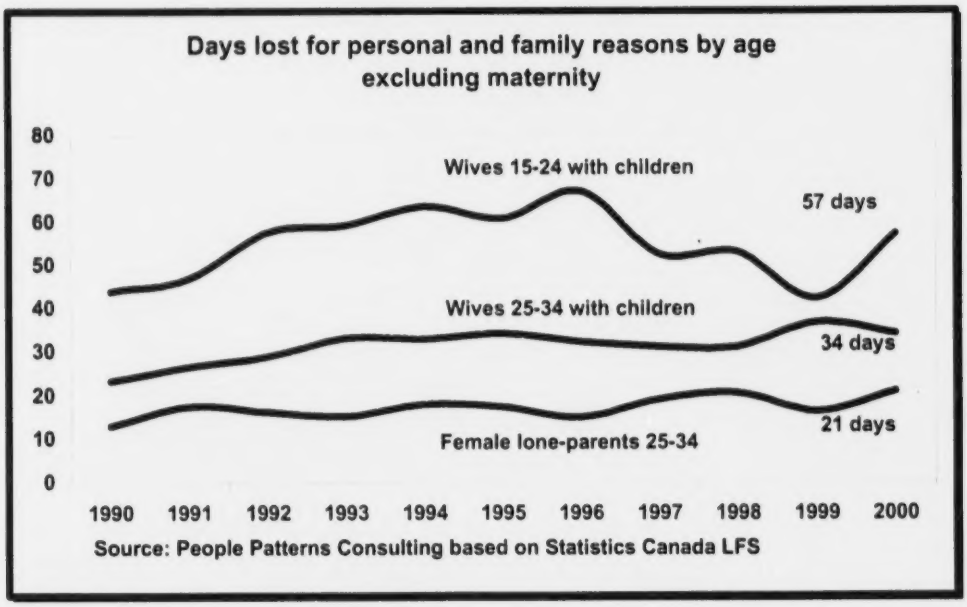
Lost days of work mean less income for families and a disruption of the work place. It may also lead to fewer opportunities for advancement and promotion. And, it may even lead to greater difficulty encountered by mothers in the search for jobs.

But, what is a mother supposed to do when caught between the needs of her employer and those of her ailing child? The priority seems clear, at least for mothers, if not yet for some fathers and employers.

Trend 31 – Females book off work more often for family reasons



Trend 32 – Kids sick? Young mothers stay home!



Trends 33 and 34 – Paid and unpaid work

Statistics Canada, in its General Social Survey, defines "paid work" as including all functions directed toward market activity including paid work, activities related to paid work and commuting to and from paid work. "Unpaid work" includes all work directed toward non-market oriented activity including shopping and child-care, social support and civic and voluntary activities. Items not considered work include sleep, eating, TV watching, reading, sports, other active activities and free time.

There is an important conceptual problem in measuring unpaid work. The time spent refers only to the primary activity and not secondary activities. If someone is reading, watching TV and also keeping an eye on a baby, only one of these activities can be considered primary. If someone is washing the car and minding a child, then only one of these can be the primary activity. In many cases, selecting the activity that is the primary activity is difficult to make. Multi-tasking is ruled out in these measures, even if it happens all the time in real life. Another point to keep in mind is that the hours spent in various activities have been averaged over a seven-day period. In reality, most of us squeeze our paid work into a five-day week.

- When the hours of paid and unpaid work are combined, wives with children do more "total" work than husbands do. Husbands 25-44 who are employed full-time and have children work an average of 6.9 hours per day at paid work and 3.4 hours at unpaid work for a total of 10.3 hours per day. Wives 25-44 who are also employed full-time work, on average, 10.5 hours per day of which 5.5 hours is paid work and 5 hours is unpaid work. As such, these wives work an extra 12 minutes a day compared to husbands in the same situation. A wife 45-64 who is employed full-time at a paid job and has children puts in an extra 30 minutes a day compared to husbands in the same situation.

- Wives that work full-time and do not have children also, on average, work more hours than their husbands do. Wives 25-44 work an extra 12 minutes a day and those aged 45-64 work an extra 6 minutes a day.

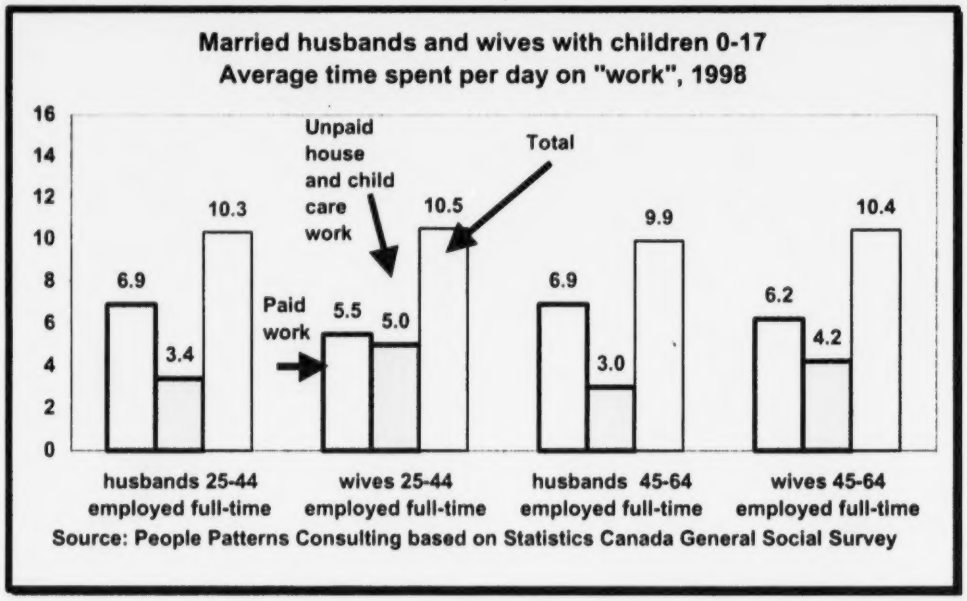
- Comparing spouses with children (top chart) and without children (bottom chart), it is clear that the "total work week" for those with children at home is about one hour longer than it is for those spouses without children living at home.

Comments

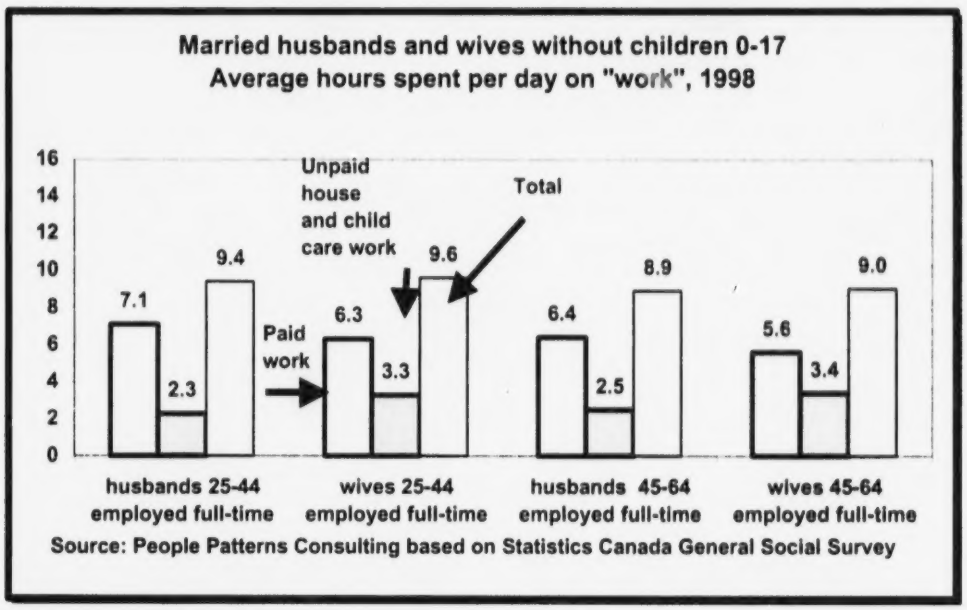
Based on these time-use measures, women put in longer "total work hours" than do men. The extra work time ranges from 6 minutes per day to 30 minutes per day.

Attempts to measure "total" hours of work should be used with caution[8]. All the time spent at paid work is counted, including coffee breaks and socializing. The same is not true for unpaid work where secondary child-care, family care or senior-care is not counted if some other activity is deemed to be the primary activity.

Trend 33 – Employed wives with children "work" more hours per day



Trend 34 – Children add about one hour to "total work" per day



Trends 35 and 36 – Time-use with multi-tasking

More insights on the connections between work and family responsibilities are available from the 1996 Census from Statistics Canada. In this case the estimates refer to those 15 years of age and over and not 15-64, as is the case for most other trends in this report.

In this survey, "child-care" refers to the number of hours a spouse spent looking after children, their own or others, without pay in the week prior to Census Day in 1996. Unpaid "housework" refers to the number of hours spent doing housework, yard work or home maintenance for one's own household or for others (without pay) during the week before Census Day. For each of these tasks, activities may overlap. A spouse who does the dishes for an hour while watching a two-year old child play will have one hour of activity in housework and one hour in child-care.

These charts examine what percentage of wives and husbands with children spend 30 hours or more each week doing these activities. Why 30 hours as the cut-off point? Given that a full-time job is usually defined as being 30 hours or more, it is assumed for this report that a spouse that performs at least 30 hours of unpaid work has worked a full shift or a second shift if they also do paid work.

- According to the Census, about 17% of the wives that worked full-time (top bar in trend 35) and were married to a husband who was not in the labour force, did at least 30 hours of child-care per week. Among their husbands (second bar in trend 35), 17% spent 30 hours more on child-care per week. This is the most equal wife-husband relationship relative to child-care and it occurs when women work full-time and when men do no paid work.

- What happens if the above situation is reversed ... the husband works full-time and the wife is not in the paid labour force? In this case (the last two bars in trend 35), 10% of husbands put in at least 30 hour of child-care while 53% of their wives do so.

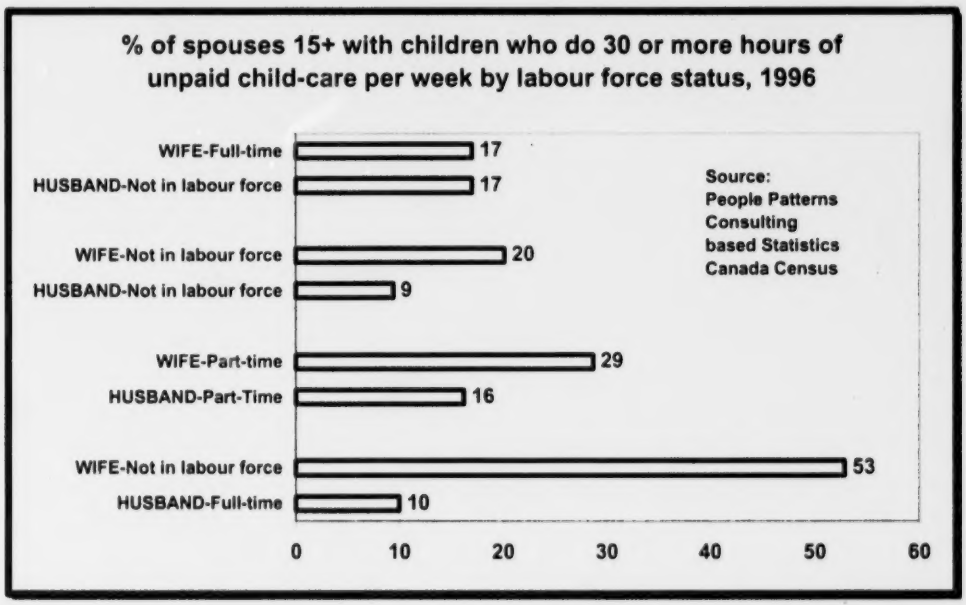
- When it comes to housework (trend 36), wives are, in all cases, more likely than their husbands to put in 30 hours or more per week. These wife-husband relationships are even more unbalanced than they are for child-care.

Comments

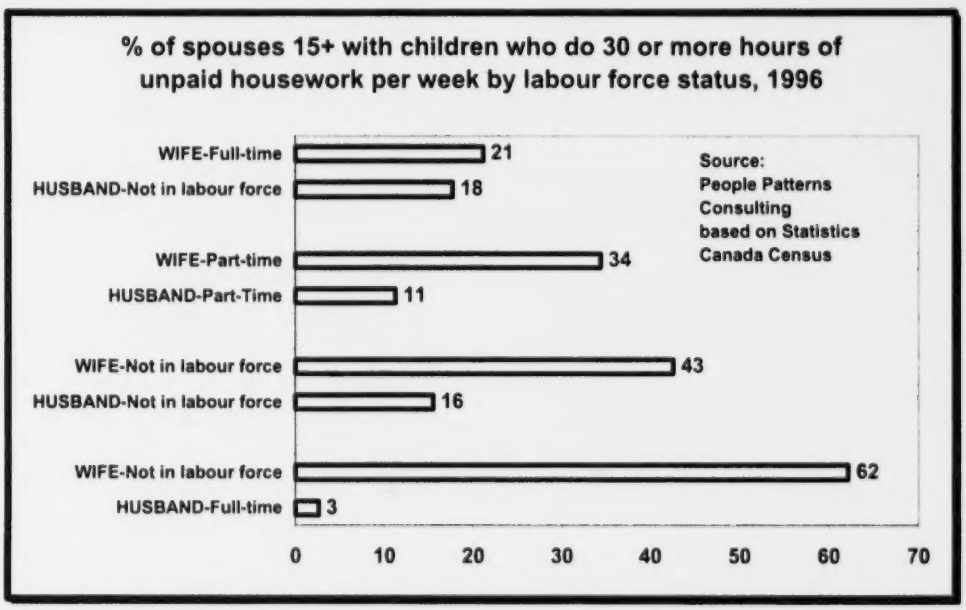
The majority of spouses do not work an entire second shift (i.e. at least 30 hours), but those who do, are more often wives than husbands. Trends 33 and 34 seemed to indicate that many couples have found a somewhat equal distribution of paid and unpaid work when measured on the basis of primary activities. When multi-tasking is taken into account (trends 35 and 36), the results reveal far less equality, with women doing even more work.

Using either measure, women do seem to put in more "total work" hours.

Trend 35 – More wives than husbands work "second shift" for child-care



Trend 36 – … and for housework



Trends 37 and 38 – Stress by family type and age

In both 1992 and 1998, Statistics Canada attempted to measure stress levels for people in different situations. Respondents were asked to answer 10 questions relative to how stressed they felt. (See trends 41 and 42 for a list of these questions.) Individuals who answered yes to seven of the 10 questions were classified as being "severely stressed." According to Statistics Canada, the levels of stress varied with "role complexity" or the number of duties an individual has to undertake[9]. A custom tabulation of the data was prepared for this report in order to measure the stress levels specific to husbands, wives and lone-parents.

- The percentage of those that were "severely stressed" increased between 1992 and 1998 for each group of husbands, wives and female lone-parents. The sample of male lone-parents was too small to provide estimates for both years.

- Husbands with children experienced the biggest increase (+8 percentage points). The second biggest increase (+7 percentage points) in stress levels was for female lone-parents. Not far behind was the +6 percentage point increase for wives with children. The smallest increases were for husbands and wives without children.

- In both 1992 and 1998, female lone-parents recorded the highest rates of those that were "severely stressed." In 1992, one out of four female lone-parents were "severely stressed" and this rose to one out of three by 1998. It is noteworthy that it was these parents who increased their participation in the paid labour force more than any other group during the 1990s. (See trend 8) Next in line, in terms of being "severely stressed" were wives with children at 30% and then husbands with children. Husbands without children are the least stressed group with "only" 15% classified as being "severely stressed."

- Age too makes a difference, especially if there are children at home. The level of stress for spouses 25-34 with children is higher (30%) than for those 35-44 (28%) or those 45-54 (24%). The decline is gradual. The pattern is much flatter and lower for those without children … stress falls off sharply when this group reaches 55-64.

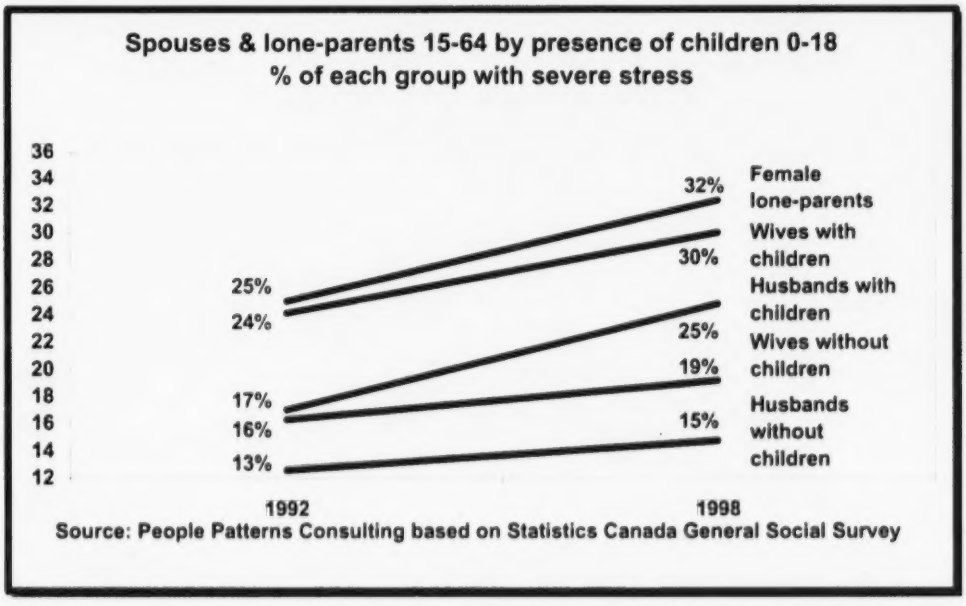
Comments

The majority of spouses and lone-parents are not under "severe stress" but many are.

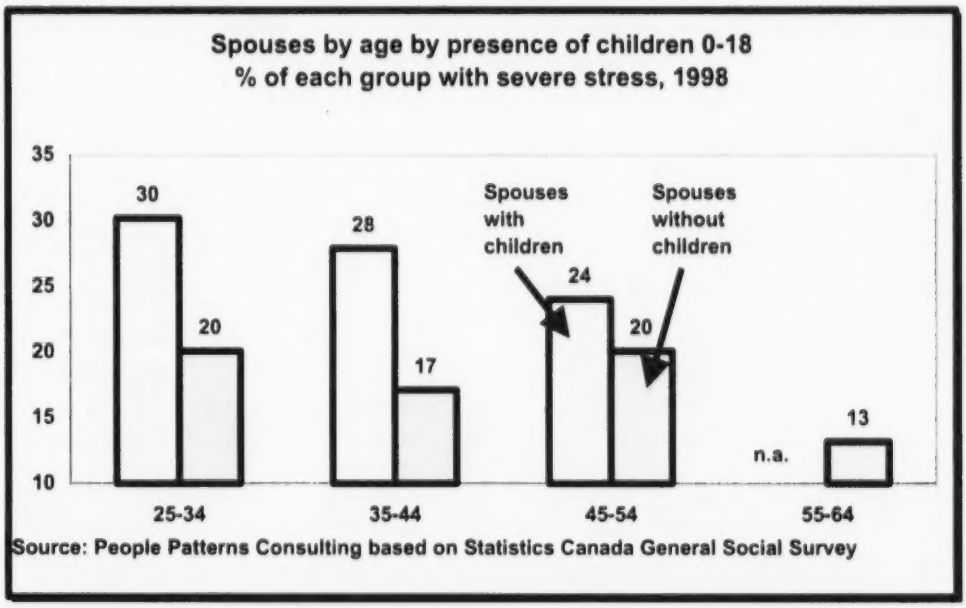
Perhaps it was never easy to raise a family, but, today's parents seem to be paying a higher price to enjoy the pleasures of parenthood, as they try to earn a living, provide for their children and take care of themselves and their loved ones. Time together also seems to be harder to come by and this is especially so for those with children

Budgets are getting tighter for many families. This is evidenced by the falling rates of annual personal savings. In 1990, a family, on average, was able to put away $6,250 per year in savings, but this dropped to only $1,660 by 1998[10].

Trend 37 – Stress levels increased during the 1990s



Trend 38 – Surprise? Families with children have more stress



Trends 39 and 40 – Second earners and the impact on stress

In the majority of families, both spouses are now working in paid jobs. This is true for families with or without children. There is a connection between this trend and the levels of stress experienced by family members. Trend 24 showed that two-earner families take home about $15,000 more in after-tax incomes than do one-earner families. For many, this additional purchasing power appears to come with a "stress related" price tag.

- Trends 39 and 40 reveal that practically all families with and without children, broken out by whether they had one or two earners, were more "severely stressed" in 1992 than they were in 1998. The only exception was for husbands in families with only one-earner and with no children, where the percentage of those that were "severely stressed" remained at 14% in both years.

Comparing one-earner and two-earner families with children

- Looking at trend 39, and only for the year 1998, it is apparent that for families with children, a move from being a one-earner family to being a two-earner family was associated with a jump in stress levels experienced by wives … their stress level increased from 26% to 32%, which is an increase of six percentage points. While this happened, the stress level for husbands was basically the same at 25% whether they were in a one-earner family or a two-earner family. The situation in 1992 was very similar. In aggregate terms, it was mostly the wives (+12 percentage points) and not the husbands (+1 percentage point) that felt all of the increased stress when moving from being a one-earner to a two-earner family.

Comparing one-earner and two-earner families without children

- Looking at trend 40, the situation for families with no children is a bit different and more variable. In 1998, a move from being a one-earner family to being a two-earner family was associated with an increase of two percentage points in those that were severely stressed among wives and by five percentage points among husbands.

Comments

The conclusions for both of these trends are very interesting and perhaps surprising. The move to two-earner families seems to have a different effect depending on whether or not the family has children 0-18. With children … wives get more stressed. Without children … both get more stressed.

Wives get more "stressed out" when there are children involved. This is likely because women still seem to be the ones that take on the primary responsibility to care for the children. This was very evident in earlier trends where it was shown that wives are much more likely to work part-time for family reasons, are much more likely to quit jobs for family reasons and are much more likely to lose days of work for family reasons.

Trend 39 – With children, second earner means more stress for mothers

Husbands and spouses 15-64 with children 0-18 % of each group that are "severely stressed"					
	1992	1998	change in percentage points 1992 to 1998	change in percentage points when moving from being a one-earner to a two-earner family	
				In 1992	In 1998
Wives in 1-earner families	17	26	9	+12	+6
Wives in 2-earner families	29	32	3		
Husbands in 1-earner families	17	25	8	+1	0
Husbands in 2-earner families	18	25	7		
Source: People Patterns Consulting based on Statistics Canada General Social Survey					

Trend 40 – Without children, two earners means more stress for both

Husbands and spouses 15-64 without children 0-18 % of each group that are "severely stressed"					
	1992	1998	change in percentage points 1992 to 1998	change in percentage points when moving from being a one-earner to a two-earner family	
				In 1992	In 1998
Wives in 1-earner families	11	19	+8	+7	+2
Wives in 2-earner families	19	21	+2		
Husbands in 1-earner families	14	14	0	-2	+5
Husbands in 2-earner families	12	19	+7		
Source: People Patterns Consulting based on Statistics Canada General Social Survey					

Trends 41 and 42 – Differing husband-wife reasons for stress

Let's dig just a bit deeper. The stress measures examined in trends 37 to 40 used an aggregate measure for stress. Individuals were classified as under severe stress if they answered yes to seven out of 10 stress related questions. These last two trends now look at the components that make up the aggregate. In each table, the stress factors are ranked according to the situation for wives in one-earner families.

- In the previous trend, it was indicated that wives with children get more "stressed out" when a family moves from being a one-earner to a two-earner family. On average, in trend 41, this situation causes many more wives (+19 percentage points) to say that they now have "insufficient time for friends and family." A big increase (+12 percentage points) is also evident in the percentages that say that they "get stressed when they do not have enough time" to do what they want to do and a 10-percentage point shift also occurs for those who claim "to be constantly under stress."

- The response of husbands with children is very different. In aggregate, and again in trend 41, the husbands show no increase in stress when the family adds the second earner. But a closer look at the components shows that these husbands do feel significant additional stress in two main areas. Many more (+12 percentage points) now feel that they have "no time for fun" and more (+8 percentage points) now say that they would "like more time alone." This is probably due to the fact that the husband now has more housework and child-care to do.

- The stress level when no children are present (+5 percentage points for husbands) and (+2 percentage points for wives) increases when the family moves from being a one-earner family to being a two-earner family. The increase for husbands is due to at least a 10 percentage point increase in half of the 10 components … these are a need to "cut back on sleep", "stressed when not enough time", "feel constantly under stress", "insufficient time for family and friends" and "no time to have fun." For wives the biggest increase of ten percentage points occurs in "no time to have fun" and "plan to slow down."

- The range of those who say that they are "a workaholic" runs from 26% (for wives in a one-earner family with children) to 36% (for husbands in a one-earner family with children.) Lack of accomplishment is also high on most lists of stress factors.

Comments

A transition from one to two-earner families affects men and women somewhat differently. Husbands in two-earner families with children now seem to put high value on not having time for fun and on wanting more time alone. Wives, on the other hand, are stressed because they now feel that they have less time for family and friends.

Trend 41 – With children and two earners, wives have less time for family

Husbands and wives 15-64 with children 0-18 % who are stressed, total and 10 components, 1998						
	Wives			Husbands		
	1 earner	2 earners	Change pp's*	1 earner	2 earners	Change pp,s*
Severely time stressed	**26**	**32**	**+6**	**25**	**25**	**0**
Stressed when not enough time	65	76	+12	62	64	+3
Lack of accomplishment	57	59	+2	46	49	+4
Cut back on sleep	51	59	+9	62	59	-3
No time for fun	49	56	+6	44	56	+12
Trapped in daily routine	49	51	+2	41	43	+2
Like more time alone	42	46	+4	25	33	+8
Feel constantly under stress	40	50	+10	44	44	0
Insufficient time for family/friends	38	57	+19	57	59	+2
A workaholic	26	29	+4	36	34	-1
Plan to slow down	19	28	+9	25	28	+3
Source: People Patterns Consulting on Statistics Canada General Social Survey						

Trend 42 – Without children, two earners means less time for fun for both

Husbands and wives 15-64 without children 0-18 % who are stressed, total and 10 components, 1998						
	Wives			Husbands		
	1 earner	2 earners	Change pp's*	1 earner	2 earners	Change pp's*
Severely time stressed	**19**	**21**	**+2**	**14**	**19**	**+5**
Stressed when not enough time	58	63	+6	42	54	+12
Lack of accomplishment	52	52	-1	42	45	+3
Cut back on sleep	43	43	0	40	52	+13
Feel constantly under stress	39	39	0	24	35	+12
Trapped in daily routine	38	44	+7	30	39	+9
Insufficient time for family/friends	35	41	+5	28	39	+11
No time for fun	31	40	+9	30	42	+12
A workaholic	29	28	-1	35	29	-6
Plan to slow down	28	37	+9	31	34	+3
Like more time alone	25	25	0	16	23	+7
* change in percentage points between 1-earner to 2-earner families						
Source: People Patterns Consulting on Statistics Canada General Social Survey						

Endnotes

[1] *Labour Force Historical Review 2000*, Statistics Canada, , 71F0004XCB
[2] *Labour Force and Unpaid Work of Canadians*, Statistics Canada, 1996 Census, *Dimension Series* (94F0006XCB) and *Nation Series* – Complete Edition (93F0020XCB96004)
[3] Leroy Stone, 1994, *Dimensions of Job-Family Tension*, Statistics Canada, 89-540E, Preface.
[4] Statistics Canada Website (www.statcan.ca)
[5] HRDC Website (www.hrdc.gc.ca)
[6] Brenda Lipsett and Mark Reesor, *Flexible Work Arrangements, Evidence from the 1991 and 1995 Survey of Work Arrangements*, R-97-10E, June 1997, Human Resources Development Canada, Applied Research Branch, page 2
[7] Brenda Lipsett and Mark Reesor, *Flexible Work Arrangements, Evidence from the 1991 and 1995 Survey of Work Arrangements*, R-97-10E, June 1997, Human Resources Development Canada, Applied Research Branch, page 5
[8] Statistics Canada, *Overview of the Time Use of Canadians in 1998*, Statistics Canada, (12F0080XIE), November 1999, Page 19
[9] Statistics Canada, *Daily*, November 9, 1999
[10] Roger Sauvé, *The Current State of Canadian Family Finances 2000 Report*, The Vanier Institute of the Family, 2001, page 11

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